



DEPARTMENT OF THE NAVY
BUREAU OF NAVAL PERSONNEL
5720 INTEGRITY DRIVE
MILLINGTON TN 38055-0000

5720
PERS 00J6/201800400
April 27, 2018

Mr. Charles J. Sweeney
810 Coronado Avenue
Coronado, CA 92118

Dear Mr. Sweeney:

SUBJECT: YOUR FREEDOM OF INFORMATION ACT (FOIA) REQUEST

This is in response to your Freedom of Information Act (FOIA) request in which you seek personnel record information pertaining to LT Miroslav S. Zilberman. Your request was received in this office on April 27, 2018, from the National Personnel Records Center, and has been assigned FOIA correspondence file number CNPC20180400 by this command.

A releasable copy of responsive information is attached. The redacted portions of the released documentation are exempt from disclosure under FOIA exemption 6 [5 U.S.C. § 552(b)(6)]. Release of such information would be a clearly unwarranted invasion of the personal privacy of other identified individuals. Please note, a DD form 214 is not issued when a service member dies during his current period of active service.

Because your request is partially denied by this command, you are advised of your right to appeal this determination in writing to the Office of the Judge Advocate General, OJAG Code 14, 1322 Patterson Avenue SE Suite 3000, Washington Navy Yard, DC 20374-5066.

If an appeal is deemed necessary, it must be received in that office within 90 calendar days from the date of this letter, in order to be considered. To expedite an appeal, you should enclose a copy of this letter and a copy of the original request along with a statement regarding why your appeal should be granted. The letter of appeal and the envelope should bear the notation, "FOIA/PA APPEAL."

I am the official responsible for the partial denial of your request. Should you wish to discuss the processing of your request, you may contact the undersigned at (901) 874-3165. You may also contact the DON FOIA Public Liaison, Christopher Julka, at Christopher.a.julka@navy.mil or (703) 697-0031.

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You may also contact the Office of Government Information Services (OGIS) as they provide a voluntary mediation process for resolving disputes between persons making FOIA requests and the Department of the Navy (DON). For more information, please go to:

<https://www.archives.gov/ogis/about-ogis/contact-information>.

Sincerely,

A handwritten signature in black ink, appearing to read 'D. P. German', is written over the typed name.

D. P. GERMAN
FOIA/PA Officer
By direction

OFFICER PHOTOGRAPH

SUPPORTING DIRECTIVE MILPERSMAN
ARTICLE 1070-180

PRIVACY ACT STATEMENT

AUTHORITY: AUTHORITY TO REQUEST INFORMATION IS DERIVED FROM 5 UNITED STATES CODE 301, DEPARTMENT REGULATIONS AND FROM E.O.9397.

PURPOSE: PHOTOGRAPHS SUBMITTED BECOME PROPERTY OF THE DEPARTMENT OF THE NAVY FOR OFFICIAL PURPOSES.

ROUTINE USES: THE PHOTOGRAPH AND SUBMISSION SHEET IS FILED IN THE OFFICER'S OFFICIAL RECORD WHICH IS USED IN THE PERSONNEL MANAGEMENT OF NAVAL OFFICERS (I.E., IDENTIFICATION AND FOR OFFICIAL PRESS RELEASES) WHEN REQUIRED.

DISCLOSURE: COMPLETION OF THIS FORM AND SUBMISSION OF THE PHOTOGRAPH IS MANDATORY.

1. NAME (LAST, FIRST, MI):	2. GRADE:	3. SSN (FULL):	4. DESIGNATOR:	5. DATE PHOTO TAKEN (YYYYMMDD):
ZILBERMAN, MIROSLAV, S	O-3	(b)(6)	1310	20070607



6. MEMBER'S FULL SIGNATURE:

M. Steven Zilberman

NAVPER 1070/884 (04-07)

FOR OFFICIAL USE ONLY - PRIVACY SENSITIVE

S/N: 0106-LF-127-0400

**THIS IS AN IMPORTANT RECORD.
SAFEGUARD IT.**

ANY ALTERATIONS IN SHADED
AREAS RENDER FORM VOID

1. NAME (Last, First, Middle)		2. DEPARTMENT, COMPONENT AND BRANCH		3. SOCIAL SECURITY NO.	
Z1 BERMON, MIRIAM STEVEN		NAVY USN		(b)(6)	
4.a. GRADE, RATE OR RANK		4.b. PAY GRADE		5. DATE OF BIRTH (YYMMDD)	
ET3		E4		79FEB20	
7.a. PLACE OF ENTRY INTO ACTIVE DUTY		7.b. HOME OF RECORD AT TIME OF ENTRY (City and state, or complete address if known)		6. RESERVE OBLIG. TERM. DATE	
COLUMBUS, OH		(b)(6) OH (b)(6)		Year 05 Month 05 Day 22	
8.a. LAST DUTY ASSIGNMENT AND MAJOR COMMAND		8.b. STATION WHERE SEPARATED			
		PERGUPP DET NEW LONDON CT			
9. COMMAND TO WHICH TRANSFERRED		10. SGLI COVERAGE		<input checked="" type="checkbox"/> None	
NORTH BENSSER POLYTECHNIC INST TROY NY		Amount: \$			
11. PRIMARY SPECIALTY (List number, title and years and months in specialty. List additional specialty numbers and titles involving periods of one or more years.)		12. RECORD OF SERVICE		Year(s) Month(s) Day(s)	
ET - 1428 - SMALL COMBATANT COMMUNICATIONS ELECTRONIC SUBSYSTEM TECH (1YR, 3MOS) X		a. Date Entered AD This Period		97 AUG 07	
1420 - SURFACE HF COMMUNICATIONS SYSTEM MAINTENANCE TECHNICIAN (01YR, 8MOS)		b. Separation Date This Period		00 AUG 27	
1425 - COMMUNICATIONS EQUIPMENT (WDC3 LINE DMM) TECHNICIAN (01YR, 5MOS)		c. Net Active Service This Period		03 00 21	
		d. Total Prior Active Service		00 00 00	
		e. Total Prior Inactive Service		00 00 00	
		f. Foreign Service		00 00 00	
		g. Sea Service		00 00 00	
		h. Effective Date of Pay Grade		99 FEB 16	
13. DECORATIONS, MEDALS, BADGES, CITATIONS AND CAMPAIGN RIBBONS AWARDED OR AUTHORIZED (All periods of service)					
FIRST GOOD CONDUCT AWARD FOR PERIOD ENDING 06AUG00//		X		X	
X X X X X X X X		X		X	
14. MILITARY EDUCATION (Course title, number of weeks, and month and year completed)					
BOOST, 43WKS, 00JUN, TECH CORE, 24WKS, 98APR, ET "A" SCOL, 13WKS, 98AUG, FFB7 COMM MAINT, 99MAY//		X X X X		X X	
15.a. MEMBER CONTRIBUTED TO POST-VIETNAM ERA VETERANS' EDUCATIONAL ASSISTANCE PROGRAM		Yes No		15.b. HIGH SCHOOL GRADUATE OR EQUIVALENT	
X X X X		X X		X X	
16. DAYS ACCRUED LEAVE PAID		2.5			
17. MEMBER WAS PROVIDED COMPLETE DENTAL EXAMINATION AND ALL APPROPRIATE DENTAL SERVICES AND TREATMENT WITHIN 90 DAYS PRIOR TO SEPARATION		Yes No		Yes No	
18. REMARKS					
"THE INFORMATION CONTAINED HEREIN IS SUBJECT TO COMPUTER MATCHING WITHIN THE DEPARTMENT OF DEFENSE OR WITH OTHER AFFECTED FEDERAL OR NON-FEDERAL AGENCY FOR VERIFICATION PURPOSES AND TO DETERMINE ELIGIBILITY FOR, AND/OR CONTINUED COMPLIANCE WITH, THE REQUIREMENTS OF A FEDERAL BENEFITS PROGRAM."					
X X X X X X X X		X X X X		X X X X	
19.a. MAILING ADDRESS AFTER SEPARATION (Include Zip Code)		19.b. NEAREST RELATIVE (Name and address - Include Zip Code)			
(b)(6)		(b)(6)			
20. MEMBER REQUESTS COPY 6 BE SENT TO () OIR OF VET AFFAIRS		Yes No		name, grade, title and	
21. SIGNATURE OF MEMBER BEING SEPARATED		(b)(6)		STUDERS	

23. TYPE OF SEPARATION RELEASED FROM ACTIVE DUTY		24. CHARACTER OF SERVICE (Include upgrades) HONORABLE	
25. SEPARATION AUTHORITY MPM 1510-102 & CNET 230935Z MAY00		26. SEPARATION CODE KGX	27. REENTRY CODE RE-2
28. NARRATIVE REASON FOR SEPARATION TO ENTER NROTC PROGRAM			
29. DATES OF TIME LOST DURING THIS PERIOD TI : NONE		30. MEMBER REQUESTS COPY 4 156 MSZ Initials	

BEST DOCUMENT AVAILABLE

ADMINISTRATIVE REMARKS
NAVPERS 1070/113 (REV. 10-81)
S/N 0106-LF-010-0001

E-32

SHIP OR STATION
COMMANDING OFFICER, NROTC UNIT, RENSSELAER POLYTECHNIC INSTITUTE, TROY, NY 12180-3590

16 May 03 Discharged this date with an Honorable Discharge for Convenience of the Government to accept a commission in the USNR.
Authority: MILPERSMAN Article 1920-102
Designator upon commissioning:
1st Class Swimmer
Summer Training completed while enrolled in the NROTC Program:

1 December - 23 December 2002 VFA-131
Norfolk, VA

28 May - 22 June 2002 PAC-135
San Diego, CA

31 May - 30 June 2001 CORTAMID East
Norfolk, VA

Recommended for reenlistment
Home Address: 576 South Kellner Rd., Columbus, OH 43209
Sex: Male
Birth Date: 20 February 1979

(b)(6)

Admin Officer
By Direction

NAME (Last, First, Middle)
ZILBERMAN, MIROSLAV STEVEN

SSN (b)(6)

BRANCH AND CLASS
USNR

FITNESS REPORT & COUNSELING RECORD (E7-O6)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) ZILBERMAN, MIROSLAV S				2. Grade/Rate ENS		3. Desig 1395		4. SSN (b)(6)			
5. ACT <input checked="" type="checkbox"/> TAR <input type="checkbox"/> INACT <input type="checkbox"/> AT/ADSW/265		6. UIC 63295		7. Ship/Station NROTC UNIT RPI			8. Promotion Status REGULAR		9. Date Reported 03MAY16		
Occasion for Report 10. Periodic <input type="checkbox"/> 11. of Individual <input checked="" type="checkbox"/> 12. Reporting Senior <input type="checkbox"/> 13. Special <input type="checkbox"/>		Period of Report 14. From: 03MAY16 15. To: 03NOV25				21. Biller Subcategory (if any) NA					
16. Not Observed Report <input type="checkbox"/> 17. Regular <input checked="" type="checkbox"/> 18. Concurrent <input type="checkbox"/> 19. Ops Cdr <input type="checkbox"/>		20. Physical Readiness P/WS									
22. Reporting Senior (Last, FI MI) (b)(6)		23. Grade CAPT		24. Desig 1120		25. Title CO		26. UIC 63295		27. SSN (b)(6)	
28. Command employment and command achievements. Instruction, development and administration of 130 midshipmen in the Naval Reserve Officers Training Corps Unit (NROTC) at Rensselaer Polytechnic Institute.											
29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.) ADMIN ASST Administrative Assistant-6.											
For Mid-term Counseling Use. (When completing FITREP, enter 30 and 31 from counseling worksheet, sign 32.)				30. Date Counselor NOT REQ		31. Counselor (b)(6)		32. Signature of Individual Counselor			
PERFORMANCE TRAITS: 1.0 - Below standards/not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive.											
PERFORMANCE TRAITS	1.0* Below Standards	2.0 Pro- gressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards						
33. PROFESSIONAL EXPERTISE: Professional knowledge, proficiency, and qualifications. NOB <input type="checkbox"/>	- Lacks basic professional knowledge to perform effectively. - Cannot apply basic skills. - Fails to develop professionally or achieve timely qualifications.		- Has thorough professional knowledge. - Competently performs both routine and new tasks. - Steadily improves skills, achieves timely qualifications.	<input checked="" type="checkbox"/>	- Recognized expert, sought after to solve difficult problems. - Exceptionally skilled, develops and executes innovative ideas. - Achieves early/highly advanced qualifications.						
34. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY: Contributing to growth and development, human worth, community. NOB <input type="checkbox"/>	- Actions counter to Navy's retention/reenlistment goals. - Uninvolved with mentoring or professional development of subordinates. - Actions counter to good order and discipline and negatively affect Command/Organizational climate. - Demonstrates exclusionary behavior. Fails to value differences from cultural diversity.		- Positive leadership supports Navy's increased retention goals. Active in decreasing attrition. - Actions adequately encourage/support subordinate's personal/professional growth. - Demonstrates appreciation for contributions of Navy personnel. Positive influence on Command climate. - Values differences as strengths. Fosters atmosphere of acceptance/inclusion per EO/EEQ policy.	<input checked="" type="checkbox"/>	- Measurably contributes to Navy's increased retention and reduced attrition objectives. - Proactive leader/exemplary mentor. Involved in subordinates' personal development leading to professional growth/sustained commitment. - Initiates support programs for military, civilian, and families to achieve exceptional Command and Organizational climate. - The model of achievement. Develops unit cohesion by valuing differences as strengths.						
35. MILITARY BEARING/CHARACTER: Appearance, conduct, physical fitness, adherence to Navy Core Values. NOB <input type="checkbox"/>	- Consistently unsatisfactory appearance. - Unsatisfactory demeanor or conduct. - Unable to meet one or more physical readiness standards. - Fails to live up to one or more Navy Core Values: HONOR, COURAGE, COMMITMENT.		- Excellent personal appearance. - Excellent demeanor or conduct. - Complies with physical readiness program. - Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT.	<input checked="" type="checkbox"/>	- Exemplary personal appearance. - Exemplary representative of Navy. - A leader in physical readiness. - Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT.						
36. TEAMWORK: Contributions towards team building and team results. NOB <input type="checkbox"/>	- Creates conflict, unwilling to work with others; puts self above team. - Fails to understand team goals or teamwork techniques. - Does not take direction well.		- Reinforces others' efforts, meets personal commitments to team. - Understands team goals, employs good teamwork techniques. - Accepts and offers team direction.	<input checked="" type="checkbox"/>	- Team builder, inspires cooperation and progress. - Talented mentor, focuses goals and techniques for team. - The best at accepting and offering team direction.						
37. MISSION ACCOMPLISHMENT AND INITIATIVE: Taking initiative, planning/prioritizing, achieving mission. NOB <input type="checkbox"/>	- Lacks initiative. - Unable to plan or prioritize. - Does not maintain readiness. - Fails to get the job done.		- Takes initiative to meet goals. - Plans/prioritizes effectively. - Maintains high state of readiness. - Always gets the job done.	<input checked="" type="checkbox"/>	- Develops innovative ways to accomplish mission. - Plans/prioritizes with exceptional skill and foresight. - Maintains superior readiness, even with limited resources. - Gets jobs done earlier and far better than expected.						

FITNESS REPORT AND COUNSELING RECORD (E7-06) (cont 'd)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) ZILBERMAN, MIROSLAV S		2. Grade/Rate ENS		3. Desig 1395		(b)(6)	
PERFORMANCE TRAITS		1.0 Below Standards		2.0 Progressing		3.0 Meets Standards	
38. LEADERSHIP: Organizing, motivating and developing others to accomplish goals.		<ul style="list-style-type: none"> -Neglects growth/development or welfare of subordinates. -Fails to organize, creates problems for subordinates. -Does not set or achieve goals relevant to command mission and vision. -Lacks ability to cope with or tolerate stress. -Inadequate communicator. -Tolerates harmful or unsafe practices. 		<ul style="list-style-type: none"> -Effectively stimulates growth/development in subordinates. -Organizes successfully, implementing process improvements and efficiencies. -Sets/achieves useful, realistic goals that support command mission. -Performs well in stressful situations. -Clear, timely communicator. -Ensures safety of personnel and equipment. 		<ul style="list-style-type: none"> -Inspiring motivator and leader, subordinates reach highest level of growth and development. -Superb organizer, great foresight, develops process improvements and efficiencies. -Leadership achievements dramatically further command mission and vision. -Perseveres through the toughest challenges and inspires others. -Exceptional communicator. -Maintains subordinates safety-conscious, maintains top safety record. -Consistently improves the personal and professional lives of others. 	
NOB <input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>		<input checked="" type="checkbox"/>	
39. TACTICAL PERFORMANCE: (Warfare qualified officers only) Basic and tactical employment of weapons systems.		<ul style="list-style-type: none"> -Has difficulty attaining qualification expected for the rank and experience. -Has difficulty in ship(s), aircraft or weapons systems employment. -Below others in knowledge and employment. -Warfare skills in specialty are below standards compared to others of same rank and experience. 		<ul style="list-style-type: none"> -Attains qualifications as required and expected. -Capably employs ship(s), aircraft, or weapons systems. Equal to others in warfare knowledge and employment. -Warfare skills in specialty equal to others of same rank and experience. 		<ul style="list-style-type: none"> -Fully qualified at appropriate level for rank and experience. -Innovatively employs ship(s), aircraft, or weapons systems. Well above others in warfare knowledge and employment. -Warfare skills in specialty exceed others of same rank and experience. 	
NOB <input checked="" type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>	
40. I recommend assessing this individual for next career milestone(s) as follows: (maximum of two) Recommendations may be for competitive schools or duty assignments such as: LCPO, DEPT CPO, SEA, CMC, CWO, LDO, Dept Head, XO, OIC, CO, Major Command, War College, PG School.							
41. COMMENTS ON PERFORMANCE: * All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 24 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12 Pitch (10 or 12 Point) only. Use upper and lower case. FITREP submitted upon Ensign Zilberman's transfer to N88 STUDENTS & TAR TRAINEES, Pensacola, FL. Ensign Zilberman has served with the NROTC Unit awaiting transfer to Pensacola for flight training. He is a capable, intelligent and industrious officer who has excelled at any task assigned. His most notable accomplishment was the ground-up design and creation of the unit's Midshipman Information System (MIS) which grants the unit staff access to all midshipman records. - Key member of team that re-floored the NROTC spaces in a university funded self-help program. - Key member of team that remodeled three offices as part of the same project. - Assisted in midshipman training, sailing and Freshman Orientation Week. Ensign Zilberman is a superior junior officer who will excel in the Navy.							
Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	44. Reporting Senior Address COMMANDING OFFICER NROTC UNIT RPI 110 8TH ST TROY, NY 12180-3590
42. INDIVIDUAL	<input checked="" type="checkbox"/>			X			
43. SUMMARY	<input checked="" type="checkbox"/>	0	0	1	0	0	
(b)(6)					46. Signature of Individual Evaluated. "I have seen this report, been apprised of my performance, and understand my right to make a statement." I intend to submit a statement. <input type="checkbox"/> do not intend to submit a statement. <input checked="" type="checkbox"/>		
Date: 11/25/03					Date: 11/25/03		
Member Trail Average: 3.00		Summary Group Average: 3.00					
47. Typed name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report							
Date:							

FITNESS REPORT & COUNSELING RECORD (E7-O6)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) ZILBERMAN, MIROSLAV S				2. Grade/Rate ENS		3. Desig 1395		4. SSN (b)(6)			
5. ACT <input checked="" type="checkbox"/> TAR <input type="checkbox"/> INACT <input type="checkbox"/> AT/ADSW/265		6. UIC 30500		7. Ship/Station NAVAVSCOLSCOM			8. Promotion Status REGULAR		9. Date Reported 03DEC03		
10. Periodic <input type="checkbox"/> 11. of Individual <input checked="" type="checkbox"/> 12. Reporting Senior <input type="checkbox"/> 13. Special <input type="checkbox"/>		14. From: 03NOV26		15. To: 04MAR19		16. Not Observed Report <input checked="" type="checkbox"/>		17. Regular <input checked="" type="checkbox"/>		18. Concurrent <input type="checkbox"/> 19. Ops Cdr <input type="checkbox"/>	
20. Physical Readiness N/XX		21. Billet Subcategory (if any) NA		22. Reporting Senior (Last, FI MI) (b)(6)		23. Grade CDR		24. Desig 1320		25. Title DEPT. HEAD	
26. UIC 62229		27. SSN (b)(6)		28. Command employment and command achievements. Naval Aviation Schools Command provides an educational foundation in technical and leadership professionalism to support pipeline training and fleet requirements.							
29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.) STUDENT Preflight (Q-9B-0020) 6WKS. LV/TRVL: 03NOV26-03DEC02.											
For Mid-term Counseling Use. (When completing FITREP, enter 30 and 31 from counseling worksheet, sign 32.)				30. Date Counseled NOT REQ		31. Counselor		32. Signature of Individual Counseled			

PERFORMANCE TRAITS: 1.0 - Below standards/not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive.

PERFORMANCE TRAITS	1.0* Below Standards	2.0 Pro- gressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards
33. PROFESSIONAL EXPERTISE: Professional knowledge, proficiency, and qualifications. NOB <input type="checkbox"/>	- Lacks basic professional knowledge to perform effectively. - Cannot apply basic skills. - Fails to develop professionally or achieve timely qualifications.		- Has thorough professional knowledge. - Competently performs both routine and new tasks. - Steadily improves skills, achieves timely qualifications.		- Recognized expert, sought after to solve difficult problems. - Exceptionally skilled, develops and executes innovative ideas. - Achieves early/highly advanced qualifications.
34. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY: Contributing to growth and development, human worth, community. NOB <input type="checkbox"/>	- Actions counter to Navy's retention/recruitment goals. - Uninvolved with mentoring or professional development of subordinates. - Actions counter to good order and discipline and negatively affect Command/Organizational climate. - Demonstrates exclusionary behavior. Fails to value differences from cultural diversity.		- Positive leadership supports Navy's increased retention goals. Active in decreasing attrition. Actions adequately encourage/support subordinates' personal/professional growth. - Demonstrates appreciation for contributions of Navy personnel. Positive influence on Command climate. - Values differences as strengths. Fosters atmosphere of acceptance/inclusion per BOEEO policy.		- Measurably contributes to Navy's increased retention and reduced attrition objectives. - Proactive leader/exemplary mentor. Involved in subordinates' personal development leading to professional growth/sustained commitment. - Initiates support programs for military, civilian, and families to achieve exceptional Command and Organizational climate. - The model of achievement. Develops unit cohesion by valuing differences as strengths.
35. MILITARY BEARING CHARACTER: Appearance, conduct, physical fitness, adherence to Navy Core Values. NOB <input type="checkbox"/>	- Consistently unsatisfactory appearance. - Unsatisfactory demeanor or conduct. - Unable to meet one or more physical readiness standards. - Fails to live up to one or more Navy Core Values: HONOR, COURAGE, COMMITMENT.		- Excellent personal appearance. - Excellent demeanor or conduct. - Complies with physical readiness program. - Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT.		- Exemplary personal appearance. - Exemplary representative of Navy. - A leader in physical readiness. - Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT.
36. TEAMWORK: Contributions towards team building and team results. NOB <input type="checkbox"/>	- Creates conflict, unwilling to work with others, puts self above team. - Fails to understand team goals or teamwork techniques. - Does not take direction well.		- Reinforces others' efforts, meets personal commitments to team. - Understands team goals, employs good teamwork techniques. - Accepts and offers team direction.		- Team builder, inspires cooperation and progress. - Talented mentor, focuses goals and techniques for team. - The best at accepting and offering team direction.
37. MISSION ACCOMPLISHMENT AND INITIATIVE: Taking initiative, planning/prioritizing, achieving mission. NOB <input type="checkbox"/>	- Lacks initiative. - Unable to plan or prioritize. - Does not maintain readiness. - Fails to get the job done.		- Takes initiative to meet goals. - Plans/prioritizes effectively. - Maintains high state of readiness. - Always gets the job done.		- Develops innovative ways to accomplish mission. - Plans/prioritizes with exceptional skill and foresight. - Maintains superior readiness, even with limited resources. - Gets jobs done earlier and far better than expected.

FITNESS REPORT AND COUNSELING RECORD (E7-O6) (cont 'd)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) ZILBERMAN, MIROSLAV S		2. Grade/Rate ENS		3. Desig 1395		4. SSN (b)(6)	
PERFORMANCE TRAITS	1.0* Below Standards	2.0 Pro- gressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards		
38. LEADERSHIP: Organizing, motivating and developing others to accomplish goals.	<ul style="list-style-type: none"> - Neglects growth/development or welfare of subordinates. - Fails to organize, creates problems for subordinates. - Does not set or achieve goals relevant to command mission and vision. - Lacks ability to cope with or tolerate stress. - Inadequate communicator. - Tolerates hazards or unsafe practices. 		<ul style="list-style-type: none"> - Effectively stimulates growth/development in subordinates. - Organizes successfully, implementing process improvements and efficiencies. - Sets/achieves useful, realistic goals that support command mission. - Performs well in stressful situations. - Clear, timely communicator. - Ensures safety of personnel and equipment. 		<ul style="list-style-type: none"> - Inspiring motivator and trainer, subordinates reach highest level of growth and development. - Superb organizer, great foresight, develops process improvements and efficiencies. - Leadership achievements dramatically further command mission and vision. - Perseveres through the toughest challenges and inspires others. - Exceptional communicator. - Makes subordinates safety-conscious, maintains top safety record. - Constantly improves the personal and professional lives of others. 		
NOB <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
39. TACTICAL PERFORMANCE: (Warfare qualified officers only) Basic and tactical employment of weapons systems.	<ul style="list-style-type: none"> - Has difficulty attaining qualification expected for the rank and experience. - Has difficulty in ship(s), aircraft or weapons systems employment. - Below others in knowledge and employment. - Warfare skills in specialty are below standards compared to others of same rank and experience. 		<ul style="list-style-type: none"> - Attains qualifications as required and expected. - Capably employs ship(s), aircraft, or weapons systems. Equal to others in warfare knowledge and employment. - Warfare skills in specialty equal to others of same rank and experience. 		<ul style="list-style-type: none"> - Fully qualified at appropriate level for rank and experience. - Innovatively employs ship(s), aircraft, or weapons systems. Well above others in warfare knowledge and employment. - Warfare skills in specialty exceed others of same rank and experience. 		
NOB <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
40. I recommend screening this individual for next career milestone(s) as follows: (maximum of two) Recommendations may be for competitive schools or duty assignments such as: LCPO, DEPT CWO, SEA, CMC, CWO, LDO, Dept Head, XO, OK, CO, Major Command, War College, PG School.							
41. COMMENTS ON PERFORMANCE: * All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 34 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12 Pitch (10 or 12 Point) only. Use upper and lower case. This NOB fitrep is submitted for continuity purposes only. ENS Zilberman has completed Preflight and is transferring to TW-5, NAS Whiting Field, FL.							
Promotion Recommendation	NOB <input checked="" type="checkbox"/>	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	44. Reporting Senior Address COMMANDING OFFICER NAVAVSCOLSCOM 181 CHAMBERS AVE SUITE C PENSACOLA FL 32508-5221
42. INDIVIDUAL	<input checked="" type="checkbox"/>						
43. SUMMARY	<input checked="" type="checkbox"/>						
45. (b)(6) Date: 3/10/04				46. Signature of Individual Evaluated. "I have seen this report, been apprised of my performance, and understand my right to make a statement." I intend to submit a statement. <input type="checkbox"/> do not intend to submit a statement. <input type="checkbox"/>			
Member Trait Average: NDB Summary Group Average: NDB				Date:			
47. Typed name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report							
Date:							

FITNESS REPORT & COUNSELING RECORD (E7-O6)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) ZILBERMAN, MIROSLAV S		2. Grade/Rate ENS		3. Desig 1395		(b)(6)	
5. ACT <input checked="" type="checkbox"/> TAR <input type="checkbox"/> INACT <input type="checkbox"/> AT/ADSW/265		6. UIC 44988		7. Ship/Station COMTRAWING FIVE		8. Promotion Status REGULAR	
9. Date Reported 04MAR9		10. Periodic <input type="checkbox"/> 11. of Individual <input checked="" type="checkbox"/> 12. Reporting Senior <input type="checkbox"/> 13. Special <input type="checkbox"/>		14. From: 04MAR20		15. To: 04DEC01	
16. Not Observed Report <input checked="" type="checkbox"/> 17. Regular <input checked="" type="checkbox"/> 18. Concurrent <input type="checkbox"/> 19. Ops Cdr <input type="checkbox"/>		20. Physical Readiness P/WS		21. Billet Subcategory (if any) NA			
22. Reporting Senior (Last, FI, MI) (b)(6)		23. Grade LCDR		24. Desig 1310		25. Title STUCON OFFICER	
26. UIC 52813		(b)(6)					
28. Command employment and command achievements. Administer, coordinate and supervise flight and academic training and support thereof, as directed by the Chief of Naval Air Training.							
29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.) STUDENT PRI: Primary Flight Training (Q-2A-0108) (26 WKS). WATCH: Squadron Duty Officer (SDO), Assistant Flight Duty Officer (AFDO), Wheels Watch and Duty Driver.							
For Mid-term Counseling Use. (When completing FITREP, enter 30 and 31 from counseling worksheet, sign 32.)		30. Date Counselor NOT REQ		31. Counselor		32. Signature of Individual Counselor	
PERFORMANCE TRAITS: 1.0 - Below standards/not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive.							
PERFORMANCE TRAITS	1.0* Below Standards	2.0 Pro- gressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards		
33. PROFESSIONAL EXPERTISE: Professional knowledge, proficiency, and qualifications. NOB <input type="checkbox"/>	- Lacks basic professional knowledge to perform effectively. - Cannot apply basic skills. - Fails to develop professionally or achieve timely qualifications.		- Has thorough professional knowledge. - Competently performs both routine and new tasks. - Steadily improves skills; achieves timely qualifications.		- Recognized expert, sought after to solve difficult problems. - Exceptionally skilled, develops and executes innovative ideas. - Achieves early/highly advanced qualifications.		
34. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY: Contributing to growth and development, human worth, community. NOB <input type="checkbox"/>	- Actions counter to Navy's retention/ reenlistment goals. - Uninvolved with mentoring or professional development of subordinates. - Actions counter to good order and discipline and negatively affect Command/ Organizational climate. - Demonstrates exclusionary behavior; fails to value differences from cultural diversity.		- Positive leadership supports Navy's increased retention goals. Active in decreasing attrition. - Actions adequately encourage/support subordinates' personal/professional growth. - Demonstrates appreciation for contributions of Navy personnel. Positive influence on Command climate. - Values differences as strengths. Fosters atmosphere of acceptance/inclusion per EO/EO policy.		- Measurably contributes to Navy's increased retention and reduced attrition objectives. - Proactive leader/exemplary mentor. Involved in subordinates' personal development leading to professional growth/persistent commitment. - Initiates support programs for military, civilian, and families to achieve exceptional Command and Organizational climate. - The model of achievement. Develops unit cohesion by valuing differences as strengths.		
35. MILITARY BEARING/ CHARACTER: Appearance, conduct, physical fitness, adherence to Navy Core Values. NOB <input type="checkbox"/>	- Consistently unsatisfactory appearance. - Unsatisfactory demeanor or conduct. - Unable to meet one or more physical readiness standards. - Fails to live up to one or more Navy Core Values: HONOR, COURAGE, COMMITMENT.		- Excellent personal appearance. - Excellent demeanor or conduct. - Complies with physical readiness program. - Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT.		- Exemplary personal appearance. - Exemplary representative of Navy. - A leader in physical readiness. - Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT.		
36. TEAMWORK: Contributions towards team building and team results. NOB <input type="checkbox"/>	- Creates conflict; unwilling to work with others; puts self above team. - Fails to understand team goals or teamwork techniques. - Does not take direction well.		- Reinforces others' efforts, meets personal commitments to team. - Understands team goals, employs good teamwork techniques. - Accepts and offers team direction.		- Team builder, inspires cooperation and progress. - Talented mentor, focuses goals and techniques for team. - The best at accepting and offering team direction.		
37. MISSION ACCOMPLISHMENT AND INITIATIVE: Taking initiative, planning/prioritizing, achieving mission. NOB <input type="checkbox"/>	- Lacks initiative. - Unable to plan or prioritize. - Does not maintain readiness. - Fails to get the job done.		- Takes initiative to meet goals. - Plans/prioritizes effectively. - Maintains high state of readiness. - Always gets the job done.		- Develops innovative ways to accomplish mission. - Plans/prioritizes with exceptional skill and foresight. - Maintains superior readiness, even with limited resources. - Gets jobs done earlier and far better than expected.		

FITNESS REPORT AND COUNSELING RECORD (E7-O6) (cont 'd)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) ZILBERMAN, MIROSLAV S			2. Grade/Rate ENS		3. Desig 1395		4. SSN (b)(6)	
PERFORMANCE TRAITS		1.0 ^o Below Standards	2.0 Pro- gressing	3.0 ^o Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards		
38. LEADERSHIP: Organizing, motivating and developing others to accomplish goals.		<ul style="list-style-type: none"> - Neglects growth/development or welfare of subordinates. - Fails to organize, creates problems for subordinates. - Does not set or achieve goals relevant to command mission and vision. - Lacks ability to cope with or tolerate stress. - Inadequate communicator. - Tolerates hazards or unsafe practices. 		<ul style="list-style-type: none"> - Effectively stimulates growth/development in subordinates. - Organizes successfully, implementing process improvements and efficiencies. - Sets/achieves useful, realistic goals that support command mission. - Performs well in stressful situations. - Clear, timely communicator. - Ensures safety of personnel and equipment. 		<ul style="list-style-type: none"> - Inspiring motivator and trainer, subordinates reach highest level of growth and development. - Sets/organizes, goal strategy, develops process improvements and efficiencies. - Leadership achievement dramatically further command mission and vision. - Perseveres through the toughest challenges and inspires others. - Exemplary communicator. - Makes subordinates safety-conscious, maintains top safety record. - Constantly improves the personal and professional lives of others. 		
39. TACTICAL PERFORMANCE: (Warfare qualified officers only) Basic and tactical employment of weapons systems.		<ul style="list-style-type: none"> - Has difficulty attaining qualification expected for the rank and experience. - Has difficulty in ship(s), aircraft or weapons systems employment. - Below others in knowledge and employment. - Warfare skills in specialty are below standards compared to others of same rank and experience. 		<ul style="list-style-type: none"> - Attains qualifications as required and expected. - Capably employs ship(s), aircraft, or weapons systems. Equal to others in warfare knowledge and employment. - Warfare skills in specialty equal to others of same rank and experience. 		<ul style="list-style-type: none"> - Fully qualified at appropriate level for rank and experience. - Innovatively employs ship(s), aircraft, or weapons systems. Well above others in warfare knowledge and employment. - Warfare skills in specialty exceed others of same rank and experience. 		
40. I recommend screening this individual for next career milestone(s) as follows: (maximum of 500) Recommendations may be for competitive schools or duty assignments such as: LCPO, DEET CPO, SEA, CMC, CWO, LDO, Dept Head, XO, OIC, CO, Major Command, War College, PG School.								
41. COMMENTS ON PERFORMANCE: * All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 34 must be specifically substantiated in comments. Comments must be verifiable. Point must be 10 or 12. Pick (10 or 12 Points) only. Use upper and lower case. This report is drafted upon the occasion of transfer to Training Wing FOUR, Corpus Christi, TX for Advanced Flight Training. A 'Not Observed' report is submitted for continuity purposes. - Maintained outstanding military bearing, appearance and demeanor.								
Promotion Recommendation		NOB	Significantly Problems	Progressing	Promotable	Must Promote	Early Promote	44. Reporting Senior Address COMTRAWING FIVE 7480 USS ENTERPRISE STREET SUITE 205. MILTON FL 32570-6017
42. INDIVIDUAL		X						
43. SUMMARY		X						
(b)(6)						46. Signature of Individual Evaluated. "I have seen this report, been apprised of my performance, and understand my right to make a statement." I intend to submit a statement. <input type="checkbox"/> do not intend to submit a statement. <input checked="" type="checkbox"/>		
Date: 16DEC87						Date:		
Primary Group Average:						Date:		
Signature of Regular Reporting Senior on Concurrent Report								
Date:								

FITNESS REPORT & COUNSELING RECORD (E7-O6)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) ZILBERMAN, MIROSLAV S		2. Grade/Rate LTJG		3. Desig 1395		4. SSN (b)(6)	
5. ACT <input checked="" type="checkbox"/> TAR <input type="checkbox"/> INACT <input type="checkbox"/> AT/ADSW/ 265		6. UIC 30515		7. Ship/Station CTW-4 NAS CORPC TX		8. Promotion Status REGULAR	
9. Date Reported 04DEC04		10. Periodic <input type="checkbox"/> 11. of Individual <input checked="" type="checkbox"/> 12. Reporting Senior <input type="checkbox"/> 13. Special <input type="checkbox"/>		14. From: 04DEC02 15. To: 05JUN01		16. Not Observed Report <input checked="" type="checkbox"/> 17. Regular <input checked="" type="checkbox"/> 18. Concurrent <input type="checkbox"/> 19. Ops Cdr <input type="checkbox"/>	
20. Physical Readiness P/WS		21. Billet Subcategory (if any) NA		22. Re (b)(6)		23. Grade LCDR	
24. Desig 1310		25. Title STUCON OFFICER		26. UIC 52812		27. SSN (b)(6)	
28. Command employment and command achievements. Administer, coordinate and supervise flight and academic training as may be directed by the Chief of Naval Air Training.							
29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.) SNA Student Naval Aviator. Watchstanding: SDO, ARDO, WDO. LV/TVL: 04DEC02-04DEC03.							
For Mid-term Counseling Use. (When completing FITREP, enter 30 and 31 from counseling worksheet, sign 32.)		30. Date Counseled NOT REQ		31. Counselor		32. Signature of Individual Counseled	
PERFORMANCE TRAITS: 1.0 - Below standards/not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive.							
PERFORMANCE TRAITS	1.0* Below Standards	2.0 Pro- gressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards		
33. PROFESSIONAL EXPERTISE: Professional knowledge, proficiency, and qualifications. NOB <input type="checkbox"/>	- Lacks basic professional knowledge to perform effectively. - Cannot apply basic skills. - Fails to develop professionally or achieve timely qualifications.		- Has thorough professional knowledge. - Competently performs both routine and new tasks. - Steadily improves skills, achieves timely qualifications.		- Recognized expert, sought after to solve difficult problems. - Exceptionally skilled, develops and executes innovative ideas. - Achieves early/highly advanced qualifications.		
34. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY: Contributing to growth and development, human worth, community. NOB <input type="checkbox"/>	- Actions counter to Navy's retention/recruitment goals. - Uninvolved with mentoring or professional development of subordinates. - Actions counter to good order and discipline and negatively affect Command/Organizational climate. - Demonstrates exclusionary behavior. Fails to value differences from cultural diversity.		- Positive leadership supports Navy's increased retention goals. Active in decreasing attrition. - Actions adequately encourage/support subordinates' personal/professional growth. - Demonstrates appreciation for contributions of Navy personnel. Positive influence on Command climate. - Values differences as strengths. Fosters atmosphere of acceptance/inclusion per EO/EPD policy.		- Measurably contributes to Navy's increased retention and reduced attrition objectives. - Proactive leader/exemplary mentor. Involved in subordinates' personal development leading to professional growth/sustained commitment. - Initiates support programs for military, civilian, and families to achieve exceptional Command and Organizational climate. - The model of achievement. Develops unit cohesion by valuing differences as strengths.		
35. MILITARY BEARING/CHARACTER: Appearance, conduct, physical fitness, adherence to Navy Core Values. NOB <input type="checkbox"/>	- Consistently unsatisfactory appearance. - Unsatisfactory demeanor or conduct. - Unable to meet one or more physical readiness standards. - Fails to live up to one or more Navy Core Values: HONOR, COURAGE, COMMITMENT.		- Excellent personal appearance. - Excellent demeanor or conduct. - Complies with physical readiness program. - Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT.		- Exemplary personal appearance. - Exemplary representative of Navy. - A leader in physical readiness. - Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT.		
36. TEAMWORK: Contributions towards team building and team results. NOB <input type="checkbox"/>	- Creates conflict, unwilling to work with others, puts self above team. - Fails to understand team goals or teamwork techniques. - Does not take direction well.		- Reinforces others' efforts, meets personal commitments to team. - Understands team goals, employs good teamwork techniques. - Accepts and offers team direction.		- Team builder, inspires cooperation and progress. - Talented mentor, focuses goals and techniques for team. - The best at accepting and offering team direction.		
37. MISSION ACCOMPLISHMENT AND INITIATIVE: Taking initiative, planning/prioritizing, achieving mission. NOB <input type="checkbox"/>	- Lacks initiative. - Unable to plan or prioritize. - Does not maintain readiness. - Fails to get the job done.		- Takes initiative to meet goals. - Plans/prioritizes effectively. - Maintains high state of readiness. - Always gets the job done.		- Develops innovative ways to accomplish mission. - Plans/prioritizes with exceptional skill and foresight. - Maintains superior readiness, even with limited resources. - Gets jobs done earlier and far better than expected.		

FITNESS REPORT AND COUNSELING RECORD (E7-O6) (cont 'd)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) ZILBERMAN, MIROSLAV S		2. Grade/Rate LTJG		3. Desig 1395		(b)(6)	
PERFORMANCE TRAITS	1.0* Below Standards	2.0 Progressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards		
38. LEADERSHIP: Organizing, motivating and developing others to accomplish goals.	<ul style="list-style-type: none"> - Neglects growth/development or welfare of subordinates. - Fails to organize, creates problems for subordinates. - Does not set or achieve goals relevant to command mission and vision. - Lacks ability to cope with or tolerate stress. - Inadequate communicator. - Tolerates hazards or unsafe practices. 		<ul style="list-style-type: none"> - Effectively stimulates growth/development in subordinates. - Organizes successfully, implementing process improvements and efficiencies. - Sets/achieves useful, realistic goals that support command mission. - Performs well in stressful situations. - Clear, timely communicator. - Ensures safety of personnel and equipment. 		<ul style="list-style-type: none"> - Inspiring motivator and trainer, subordinates reach highest level of growth and development. - Superior organizer, great foresight, develops process improvements and efficiencies. - Leadership achievements dramatically further command mission and vision. - Perseveres through the toughest challenges and inspires others. - Exceptional communicator. - Makes subordinates safety-conscious, maintains top safety record. - Consistently improves the personal and professional lives of others. 		
39. TACTICAL PERFORMANCE: (Warfare qualified officers only) Basic and tactical employment of weapons systems.	<ul style="list-style-type: none"> - Has difficulty attaining qualification expected for the rank and experience. - Has difficulty in ship(s), aircraft or weapons systems employment. - Below others in knowledge and employment. - Warfare skills in specialty are below standards compared to others of same rank and experience. 		<ul style="list-style-type: none"> - Attains qualifications as required and expected. - Capably employs ship(s), aircraft, or weapons systems. Equal to others in warfare knowledge and employment. - Warfare skills in specialty equal to others of same rank and experience. 		<ul style="list-style-type: none"> - Fully qualified at appropriate level for rank and experience. - Innovatively employs ship(s), aircraft, or weapons systems. Well above others in warfare knowledge and employment. - Warfare skills in specialty exceed others of same rank and experience. 		
40. I recommend screening this individual for next career milestone(s) as follows: (maximum of two) Recommendations may be for competitive schools or duty assignments such as: LCPO, DEPT CPO, SEA, CMC, CWO, LDO, Dept Head, XO, OIC, CO, Major Command, War College, PG School.							
41. COMMENTS ON PERFORMANCE: * All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 34 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12 Pitch (10 or 12 Point) only. Use upper and lower case. This report is submitted for continuity purposes only. - Promoted to Lieutenant Junior Grade.							
Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	44. Reporting Senior Address COMTRAWINGFOUR 245 FIFTH ST. SUITE 105 CORPUS CHRISTI, TX 78419-5232
42. INDIVIDUAL							
43. SUMMARY							
(b)(6)		Date: 3/27/05		46. Signature of Individual Evaluated. "I have seen this report, been apprised of my performance, and understand my right to make a statement." I intend to submit a statement. <input type="checkbox"/> do not intend to submit a statement. <input checked="" type="checkbox"/>			
Member Train Average:		Summary Group Average:		Date: 0154005			
47. Typed name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report							
Date:							

FITNESS REPORT & COUNSELING RECORD (E7-O6)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) ZILBERMAN, MIROSLAV S		2. Grade/Rate LTJG		3. Desig 1315		4. SSN (b)(6)	
5. ACT <input checked="" type="checkbox"/> TAR <input type="checkbox"/> INACT <input type="checkbox"/> AT/ADSW/265 <input type="checkbox"/>		6. UIC 30777		7. Ship/Station CTW2 KINGSVILLE TX		8. Promotion Status REGULAR	
9. Date Reported 05JUN01		10. Periodic <input type="checkbox"/> Detachment <input checked="" type="checkbox"/> 11. of Individual <input checked="" type="checkbox"/> 12. Reporting Senior <input type="checkbox"/> 13. Special <input type="checkbox"/>		14. From: 05JUN02 15. To: 06APR05		16. Not Observed Report <input checked="" type="checkbox"/> Type of Report <input checked="" type="checkbox"/> 17. Regular <input checked="" type="checkbox"/> 18. Concurrent <input type="checkbox"/> 19. Ops Cdr <input type="checkbox"/>	
20. Physical Readiness P/WS		21. Biller Subcategory (if any) NA		22. Reporting Senior (Last, FI MI) (b)(6)		23. Grade CDR	
24. Desig 1310		25. Title CHF STAFF OFF		26. UIC 09239		27. SSN (b)(6)	
28. Command employment and command achievements. T-45 Total System Strike flight training for Navy and Marine Corps pilots and E2/C2 Advanced flight training for Navy pilots.							
29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.) STU E2/C2 Advanced Flight Training Curriculum (Q-2A-0007A) (24 Wks)							
For Mid-term Counseling Use. (When completing FITREP, enter 30 and 31 from counseling worksheet, sign 32.)		30. Date Counselor NOT PERF		31. Counselor (b)(6)		32. Signature of Individual Counseled (b)(6)	
PERFORMANCE TRAITS: 1.0 - Below standards/not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive.							
PERFORMANCE TRAITS	1.0* Below Standards	2.0 Pro- gressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards		
33. PROFESSIONAL EXPERTISE: Professional knowledge, proficiency, and qualifications. NOB <input type="checkbox"/>	<ul style="list-style-type: none"> - Lacks basic professional knowledge to perform effectively. - Cannot apply basic skills. - Fails to develop professionally or achieve timely qualifications. 		<ul style="list-style-type: none"> - Has thorough professional knowledge. - Competently performs both routine and new tasks. - Steadily improves skills, achieves timely qualifications. 		<ul style="list-style-type: none"> - Recognized expert, sought after to solve difficult problems. - Exceptionally skilled, develops and executes innovative ideas. - Achieves early/highly advanced qualifications. 		
34. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY: Contributing to growth and development, human worth, community. NOB <input type="checkbox"/>	<ul style="list-style-type: none"> - Actions counter to Navy's retention/recruitment goals. - Uninvolved with mentoring or professional development of subordinates. - Actions counter to good order and discipline and negatively affect Command/Organizational climate. - Demonstrates exclusionary behavior. Fails to value differences from cultural diversity. 		<ul style="list-style-type: none"> - Positive leadership supports Navy's increased retention goals. Active in decreasing attrition. - Actions adequately encourage/support subordinates' personal/professional growth. - Demonstrates appreciation for contributions of Navy personnel. Positive influence on Command climate. - Values differences as strengths. Fosters atmosphere of acceptance/inclusion per BOEBO policy. 		<ul style="list-style-type: none"> - Measurably contributes to Navy's increased retention and reduced attrition objectives. - Protective leader/exemplary mentor. Involved in subordinates' personal development leading to professional growth/sustained commitment. - Initiates support programs for military, civilian, and families to achieve exceptional Command and Organizational climate. - The model of achievement. Develops unit cohesion by valuing differences as strengths. 		
35. MILITARY BEARING/CHARACTER: Appearance, conduct, physical fitness, adherence to Navy Core Values. NOB <input type="checkbox"/>	<ul style="list-style-type: none"> - Consistently unsatisfactory appearance. - Unsatisfactory demeanor or conduct. - Unable to meet one or more physical readiness standards. - Fails to live up to one or more Navy Core Values: HONOR, COURAGE, COMMITMENT. 		<ul style="list-style-type: none"> - Excellent personal appearance. - Excellent demeanor or conduct. - Complies with physical readiness program. - Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT. 		<ul style="list-style-type: none"> - Exemplary personal appearance. - Exemplary representative of Navy. - A leader in physical readiness. - Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT. 		
36. TEAMWORK: Contributions towards team building and team results. NOB <input type="checkbox"/>	<ul style="list-style-type: none"> - Creates conflict, unwilling to work with others; puts self above team. - Fails to understand team goals or teamwork techniques. - Does not take direction well. 		<ul style="list-style-type: none"> - Reinforces others' efforts, meets personal commitments to team. - Understands team goals, employs good teamwork techniques. - Accepts and offers team direction. 		<ul style="list-style-type: none"> - Team builder, inspires cooperation and progress. - Talented mentor, focuses goals and techniques for team. - The best at accepting and offering team direction. 		
37. MISSION ACCOMPLISHMENT AND INITIATIVE: Taking initiative, planning/prioritizing, achieving mission. NOB <input type="checkbox"/>	<ul style="list-style-type: none"> - Lacks initiative. - Unable to plan or prioritize. - Does not maintain readiness. - Fails to get the job done. 		<ul style="list-style-type: none"> - Takes initiative to meet goals. - Plans/prioritizes effectively. - Maintains high state of readiness. - Always gets the job done. 		<ul style="list-style-type: none"> - Develops innovative ways to accomplish mission. - Plans/prioritizes with exceptional skill and foresight. - Maintains superior readiness, even with limited resources. - Gets jobs done earlier and far better than expected. 		

FITNESS REPORT AND COUNSELING RECORD (E7-O6) (cont 'd)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) ZILBERMAN, MIROSLAV S		2. Grade/Rate LTJG		3. Desig 1315		4. SSN (b)(6)	
PERFORMANCE TRAITS	1.0* Below Standards	2.0 Progressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards		
38. LEADERSHIP: Organizing, motivating and developing others to accomplish goals.	<ul style="list-style-type: none"> Neglects growth/development or welfare of subordinates. Fails to organize, create problems for subordinates. Does not set or achieve goals relevant to command mission and vision. Lacks ability to cope with or tolerate stress. Inadequate communicator. Tolerates hazards or unsafe practices. 		<ul style="list-style-type: none"> Effectively stimulates growth/development in subordinates. Organizes successfully, implementing process improvements and efficiencies. Setbacks/avoids useful, realistic goals that support command mission. Performs well in stressful situations. Clear, timely communicator. Ensures safety of personnel and equipment. 		<ul style="list-style-type: none"> Inspiring motivator and trainer, subordinates reach highest level of growth and development. Superb organizer, great straight, develops process improvements and efficiencies. Leadership achievements dramatically further command mission and vision. Perseveres through the toughest challenges and inspires others. Exceptional communicator. Makes subordinates safety-conscious, maintains top safety record. Constantly improves the personal and professional lives of others. 	<input type="checkbox"/>	<input type="checkbox"/>
39. TACTICAL PERFORMANCE: (Warfare qualified officers only) Basic and tactical employment of weapons systems.	<ul style="list-style-type: none"> Has difficulty attaining qualification expected for the rank and experience. Has difficulty in ship(s), aircraft or weapons systems employment. Below others in knowledge and employment. Warfare skills in specialty are below standards compared to others of same rank and experience. 		<ul style="list-style-type: none"> Attains qualifications as required and expected. Capably employs ship(s), aircraft, or weapons systems. Equal to others in warfare knowledge and employment. Warfare skills in specialty equal to others of same rank and experience. 		<ul style="list-style-type: none"> Fully qualified at appropriate level for rank and experience. Innovatively employs ship(s), aircraft, or weapons systems. Well above others in warfare knowledge and employment. Warfare skills in specialty exceed others of same rank and experience. 	<input type="checkbox"/>	<input type="checkbox"/>
40. I recommend screening this individual for next career milestone(s) as follows: (maximum of two) Recommendations may be for competitive schools or duty assignments such as: LCPO, DEPT CPO, SEA, CMC, CWO, LEO, Dept Head, XO, OIC, CO, Major Command, War College, PG School.							
41. COMMENTS ON PERFORMANCE: * All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 34 must be specifically substantiated in comments. Comments must be verifiable. First must be 10 or 12 Point (10 or 12 Point) only. Use upper and lower case. Block 30 & 31: Due to regularly scheduled Academic and flight performance reviews and close personal guidance from the instructor class advisor, mid-term counseling was not performed while undergoing flight training. NOB due to under training status. LTJG Zilberman successfully completed Advanced flight training and received his "Wings of Gold" on 17 Mar 06. His performance as an officer has been satisfactory in all respects.							
Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	44. Reporting Senior Address TRAINING AIR WING TWO CHIEF STAFF OFFICER 614 MCCAIN STREET STE 310 KINGSVILLE TX 78363
42. INDIVIDUAL	X						
43. SUMMARY							
(b)(6)		Date: 03 Apr 06		46. Signature of Individual Evaluated. "I have seen this report, been apprised of my performance, and understand my right to make a statement." I intend to submit a statement. <input type="checkbox"/> do not intend to submit a statement. <input checked="" type="checkbox"/>		Date: 03 APR 06	
Summary Group Average:		and signature of Regular Reporting Senior on Concurrent Report					
Date:							

FITNESS REPORT & COUNSELING RECORD (E7-06)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) ZILBERMAN, MIROSLAV S		2. Grade/Rate LTJG		3. Desig 1310		4. (b)(6)	
5. ACT <input checked="" type="checkbox"/> TAR <input type="checkbox"/> INACT <input type="checkbox"/> AT/ADSW/265		6. UIC 30680		7. Ship/Station VAW-120		8. Promotion Status REGULAR	
9. Date Reported 06APR06		10. Periodic <input checked="" type="checkbox"/> 11. of Individual <input type="checkbox"/> 12. Reporting Senior <input type="checkbox"/> 13. Special <input type="checkbox"/>		14. From: 06APR06 15. To: 07FEB28		16. Not Observed Report <input checked="" type="checkbox"/> 17. Regular <input checked="" type="checkbox"/> 18. Concurrent <input type="checkbox"/> 19. Ops Cdr <input type="checkbox"/>	
20. Physical Readiness P/WS		21. Biller Subcategory (if any) NA		22. Reporting Senior (Last, FI MI) (b)(6)		23. Grade LCDR	
24. Desig 1320		25. Title XO		26. UIC 09527		27. SSN (b)(6)	
28. Command employment and command achievements. To train Pilots, Naval Flight Officers, and Naval Aircrewmembers to conduct combat operations in the E-2C and C-2A aircraft at sea or wherever directed by higher authority.							
29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.) STUDENT PILOT Pilot Under Instruction.							
For Mid-term Counseling Use. (When completing FITREP, enter 30 and 31 from counseling worksheet, sign 32.)				30. Date Counseled NOT REQ		31. Counselor (b)(6)	
32. Signature of Individual Counseled (b)(6)							
PERFORMANCE TRAITS: 1.0 - Below standards/not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive.							
PERFORMANCE TRAITS	1.0* Below Standards	2.0 Pro- gressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards		
33. PROFESSIONAL EXPERTISE: Professional knowledge, proficiency, and qualifications. NOB <input type="checkbox"/>	- Lacks basic professional knowledge to perform effectively. - Cannot apply basic skills. - Fails to develop professionally or achieve timely qualifications.		- Has thorough professional knowledge. - Competently performs both routine and new tasks. - Steadily improves skills, achieves timely qualifications.		- Recognized expert, sought after to solve difficult problems. - Exceptionally skilled, develops and executes innovative ideas. - Achieves early/highly advanced qualifications.		
34. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY: Contributing to growth and development, human worth, community. NOB <input type="checkbox"/>	- Actions counter to Navy's retention/recruitment goals. - Uninvolved with mentoring or professional development of subordinates. - Actions counter to good order and discipline and negatively affect Command/Organizational climate. - Demonstrates exclusionary behavior. Fails to value differences from cultural diversity.		- Positive leadership supports Navy's increased retention goals. Active in decreasing attrition. - Actions adequately encourage/support subordinates' personal/professional growth. - Demonstrates appreciation for contributions of Navy personnel. Positive influence on Command climate. - Values differences as strengths. Fosters atmosphere of acceptance/inclusion per EO/EEO policy.		- Measurably contributes to Navy's increased retention and reduced attrition objectives. - Proactive leader/exemplary mentor. Involved in subordinates' personal development leading to professional growth/sustained commitment. - Initiates support programs for military, civilian, and families to achieve exceptional Command and Organizational climate. - The model of achievement. Develops unit cohesion by valuing differences as strengths.		
35. MILITARY BEARING CHARACTER: Appearance, conduct, physical fitness, adherence to Navy Core Values. NOB <input type="checkbox"/>	- Consistently unsatisfactory appearance. - Unsatisfactory demeanor or conduct. - Unable to meet one or more physical readiness standards. - Fails to live up to one or more Navy Core Values: HONOR, COURAGE, COMMITMENT.		- Excellent personal appearance. - Excellent demeanor or conduct. - Complies with physical readiness program. - Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT.		- Exemplary personal appearance. - Exemplary representative of Navy. - A leader in physical readiness. - Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT.		
36. TEAMWORK: Contributions towards team building and team results. NOB <input type="checkbox"/>	- Creates conflict, unwilling to work with others, puts self above team. - Fails to understand team goals or teamwork techniques. - Does not take direction well.		- Reinforces others' efforts, meets personal commitments to team. - Understands team goals, employs good teamwork techniques. - Accepts and offers team direction.		- Team builder, inspires cooperation and progress. - Talented mentor, focuses goals and techniques for team. - The best at accepting and offering team direction.		
37. MISSION ACCOMPLISHMENT AND INITIATIVE: Taking initiative, planning/prioritizing, achieving mission NOB <input type="checkbox"/>	- Lacks initiative. - Unable to plan or prioritize. - Does not maintain readiness. - Fails to get the job done.		- Takes initiative to meet goals. - Plans/prioritizes effectively. - Maintains high state of readiness. - Always gets the job done.		- Develops innovative ways to accomplish mission. - Plans/prioritizes with exceptional skill and foresight. - Maintains superior readiness, even with limited resources. - Gets jobs done earlier and far better than expected.		

FITNESS REPORT AND COUNSELING RECORD (E7-O6) (cont'd)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) ZILBERMAN, MIROSLAV S		2. Grade/Rate LTJG		3. Desig 1310		4. SSN (b)(6)	
PERFORMANCE TRAITS	1.0* Below Standards	2.0 Progressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards		
38. LEADERSHIP: Organizing, motivating and developing others to accomplish goals.	<ul style="list-style-type: none"> - Neglects growth/development or welfare of subordinates. - Fails to organize, creates problems for subordinates. - Does not set or achieve goals relevant to command mission and vision. - Lacks ability to cope with or tolerate stress. - Inadequate communicator. - Tolerates hazards or unsafe practices. 		<ul style="list-style-type: none"> - Effectively stimulates growth/development in subordinates. - Organizes successfully, implementing process improvements and efficiencies. - Sets/achieves useful, realistic goals that support command mission. - Performs well in stressful situations. - Clear, timely communicator. - Ensures safety of personnel and equipment. 		<ul style="list-style-type: none"> - Inspiring motivator and trainer, subordinates reach highest level of growth and development. - Superior organizer, great foresight, develops process improvements and efficiencies. - Leadership achievements dramatically further command mission and vision. - Perseveres through the toughest challenges and inspires others. - Exceptional communicator. - Makes subordinates safety-conscious, maintains top safety record. - Constantly improves the personal and professional lives of others. 		
NOB <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
39. TACTICAL PERFORMANCE: (Warfare qualified officers only) Basic and tactical employment of weapons systems.	<ul style="list-style-type: none"> - Has difficulty attaining qualification expected for the rank and experience. - Has difficulty in ship(s), aircraft or weapons systems employment. - Below others in knowledge and employment. - Warfare skills in specialty are below standards compared to others of same rank and experience. 		<ul style="list-style-type: none"> - Attains qualifications as required and expected. - Capably employs ship(s), aircraft, or weapons systems. Equal to others in warfare knowledge and employment. - Warfare skills in specialty equal to others of same rank and experience. 		<ul style="list-style-type: none"> - Fully qualified at appropriate level for rank and experience. - Innovatively employs ship(s), aircraft, or weapons systems. Well above others in warfare knowledge and employment. - Warfare skills in specialty exceed others of same rank and experience. 		
NOB <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
40. I recommend screening this individual for next career milestone(s) as follows: (maximum of two). Recommendations may be for competitive schools or duty assignments such as: LCPO, DEPT CPO, SEA, CMC, CWO, LDO, Dept Head, XO, OIC, CO, Major Command, War College, PG School.							
41. COMMENTS ON PERFORMANCE: * All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 34 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12 Pitch (10 or 12 Point) only. Use upper and lower case. This report is submitted for continuity purposes only. During this reporting period, LTJG Zilberman was a student under instruction							
Promotion Recommendation	NOB <input checked="" type="checkbox"/>	Significant Problems <input type="checkbox"/>	Progressing <input type="checkbox"/>	Promotable <input type="checkbox"/>	Must Promote <input type="checkbox"/>	Early Promote <input type="checkbox"/>	44. Reporting Senior Address XO, VAW-120 1027 BELLINGER BLVD NORFOLK, VA 23511-2216
42. INDIVIDUAL	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
43. SUMMARY	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
45. Signature of Reporting Senior (b)(6)		Date: 12/18/07		46. Signature of Individual Evaluated. "I have seen this report, been apprised of my performance, and understand my right to make a statement." I intend to submit a statement. <input type="checkbox"/> do not intend to submit a statement. <input type="checkbox"/>			
Member Trait Average:		Summary Group Average:		CERTIFIED COPY PROVIDED			
47. Typed name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report				Date:			

FITNESS REPORT & COUNSELING RECORD (E7-O6)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) ZILBERMAN, MIROSLAV S		2. Grade/Rate LTJG		3. Desig 1310		4. SSN (b)(6)	
5. ACT <input checked="" type="checkbox"/> TAR <input type="checkbox"/> INACT <input type="checkbox"/> AT/ADSW/265 <input type="checkbox"/>		6. UIC 30680		7. Ship/Station VAW-120		8. Promotion Status REGULAR	
9. Date Reported 06APR06		10. Periodic <input type="checkbox"/> 11. Detachment of Individual <input checked="" type="checkbox"/> 12. Detachment of Reporting Senior <input type="checkbox"/> 13. Special <input type="checkbox"/>		14. Period of Report From: 07MAR01 To: 07APR08		15. To: 07APR08	
16. Not Observed Report <input checked="" type="checkbox"/> 17. Type of Report <input checked="" type="checkbox"/> 18. Concurrent <input type="checkbox"/> 19. Ops Cdr <input type="checkbox"/>		20. Physical Readiness P/WS		21. Biller Subcategory (if any) NA		22. Reporting Senior (Last, FI, MI) (b)(6)	
23. Grade LCDR		24. Desig 1320		25. Title XO		26. UIC 09527	
27. SSN (b)(6)		28. Command employment and command achievements. To train Pilots, Naval Flight Officers, and Naval Aircrewmembers to conduct combat operations in the E-2C and C-2A aircraft at sea or wherever directed by higher authority.					
29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.) STUDENT PILOT Pilot Under Instruction.							
For Mid-term Counseling Use. (When completing FITREP, enter 30 and 31 from counseling worksheet, sign 32.)		30. Date Counselor NOT REQ		31. Counselor (b)(6)		32. Signature of Individual Counselor	
PERFORMANCE TRAITS: 1.0 - Below standards/not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive.							
PERFORMANCE TRAITS	1.0* Below Standards	2.0 Pro- gressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards		
33. PROFESSIONAL EXPERTISE: Professional knowledge, proficiency, and qualifications. NOB <input type="checkbox"/>	- Lacks basic professional knowledge to perform effectively. - Cannot apply basic skills. - Fails to develop professionally or achieve timely qualifications.		- Has thorough professional knowledge. - Competently performs both routine and new tasks. - Steadily improves skills, achieves timely qualifications.		- Recognized expert, sought after to solve difficult problems. - Exceptionally skilled, develops and executes innovative ideas. - Achieves early/highly advanced qualifications.		
34. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY: Contributing to growth and development, human worth, community. NOB <input type="checkbox"/>	- Actions counter to Navy's retention/reenlistment goals. - Uninvolved with mentoring or professional development of subordinates. - Actions counter to good order and discipline and negatively affect Command/Organizational climate. - Demonstrates exclusionary behavior. Fails to value differences from cultural diversity.		- Positive leadership supports Navy's increased retention goals. Active in decreasing attrition. - Actions adequately encourage/support subordinate's personal/professional growth. - Demonstrates appreciation for contributions of Navy personnel. Positive influence on Command climate. - Values differences as strengths. Fosters atmosphere of acceptance/inclusion per EO/EEO policy.		- Measurably contributes to Navy's increased retention and reduced attrition objectives. - Proactive leader/exemplary mentor. Involved in subordinate's personal development leading to professional growth/sustained commitment. - Initiates support programs for military, civilian, and families to achieve exceptional Command and Organizational climate. - The model of achievement. Develops unit cohesion by valuing differences as strengths.		
35. MILITARY BEARING CHARACTER: Appearance, conduct, physical fitness, adherence to Navy Core Values. NOB <input type="checkbox"/>	- Consistently unsatisfactory appearance. - Unsatisfactory demeanor or conduct. - Unable to meet one or more physical readiness standards. - Fails to live up to one or more Navy Core Values: HONOR, COURAGE, COMMITMENT.		- Excellent personal appearance. - Excellent demeanor or conduct. - Complies with physical readiness program. - Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT.		- Exemplary personal appearance. - Exemplary representative of Navy. - A leader in physical readiness. - Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT.		
36. TEAMWORK: Contributions towards team building and team results. NOB <input type="checkbox"/>	- Creates conflict, unwilling to work with others, puts self above team. - Fails to understand team goals or teamwork techniques. - Does not take direction well.		- Reinforces others' efforts, meets personal commitments to team. - Understands team goals, employs good teamwork techniques. - Accepts and offers team direction.		- Team builder, inspires cooperation and progress. - Talented mentor, focuses goals and techniques for team. - The best at accepting and offering team direction.		
37. MISSION ACCOMPLISHMENT AND INITIATIVE: Taking initiative, planning/prioritizing, achieving mission. NOB <input type="checkbox"/>	- Lacks initiative. - Unable to plan or prioritize. - Does not maintain readiness. - Fails to get the job done.		- Takes initiative to meet goals. - Plans/prioritizes effectively. - Maintains high state of readiness. - Always gets the job done.		- Develops innovative ways to accomplish mission. - Plans/prioritizes with exceptional skill and foresight. - Maintains superior readiness, even with limited resources. - Gets jobs done earlier and far better than expected.		

FITNESS REPORT AND COUNSELING RECORD (E7-O6) (cont 'd)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) ZILBERMAN, MIROSLAV S		2. Grade/Rate LTJG		3. Desig 1310		4. SSN (b)(6)	
PERFORMANCE TRAITS	1.0* Below Standards	2.0 Progressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards		
38. LEADERSHIP: Organizing, motivating and developing others to accomplish goals.	<ul style="list-style-type: none"> - Neglects growth/development or welfare of subordinates. - Fails to organize, creates problems for subordinates. - Does not set or achieve goals relevant to command mission and vision. - Lacks ability to cope with or tolerate stress. - Inadequate communicator. - Tolerates hazards or unsafe practices. 		<ul style="list-style-type: none"> - Effectively stimulates growth/development in subordinates. - Organizes successfully, implementing process improvements and efficiencies. - Sets/achieves useful, realistic goals that support command mission. - Performs well in stressful situations. - Clear, timely communicator. - Ensures safety of personnel and equipment. 		<ul style="list-style-type: none"> - Inspiring motivator and trainer, subordinates reach highest level of growth and development. - Superior organizer, great foresight, develops process improvements and efficiencies. - Leadership achievements dramatically further command mission and vision. - Perseveres through the toughest challenges and inspires others. - Exceptional communicator. - Makes subordinates safety-conscious, maintains top safety record. - Constantly improves the personal and professional lives of others. 		
39. TACTICAL PERFORMANCE: (Warfare qualified officers only) Basic and tactical employment of weapons systems.	<ul style="list-style-type: none"> - Has difficulty attaining qualification expected for the rank and experience. - Has difficulty in ship(s), aircraft or weapons systems employment. - Below others in knowledge and employment. - Warfare skills in specialty are below standards compared to others of same rank and experience. 		<ul style="list-style-type: none"> - Attains qualifications as required and expected. - Capably employs ship(s), aircraft, or weapons systems. Equal to others in warfare knowledge and employment. - Warfare skills in specialty equal to others of same rank and experience. 		<ul style="list-style-type: none"> - Fully qualified at appropriate level for rank and experience. - Innovatively employs ship(s), aircraft, or weapons systems. Well above others in warfare knowledge and employment. - Warfare skills in specialty exceed others of same rank and experience. 		
40. I recommend screening this individual for next career milestone(s) as follows: (maximum of two). Recommendations may be for competitive schools or duty assignments such as: LCPO, DEPT CPO, SEA, CMC, CWO, LDO, Dept Head, XO, OKC, CO, Major Command, War College, PG School.							
41. COMMENTS ON PERFORMANCE: * All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 34 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12 Pitch (10 or 12 Point) only. Use upper and lower case. This report is submitted for continuity purposes only on the occasion of LTJG Zilberman's transfer to VAW-121. During this reporting period, LTJG Zilberman was a student under instruction. Performance in the ground syllabus, flight trainer, and flight phase met the high standards required by this squadron. Overall performance has been measured by grades in the training syllabus, therefore Block 16 is checked "Not Observed Report."							
Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	44. Reporting Senior Address XO, VAW-120 1027 BELLINGER BLVD NORFOLK, VA 23511-2216
42. INDIVIDUAL	X						
43. SUMMARY							
(b)(6)		Date: 12/18/67		46. Signature of Individual Evaluated. "I have seen this report, been apprised of my performance, and understand my right to make a statement." I intend to submit a statement. <input type="checkbox"/> do not intend to submit a statement. <input type="checkbox"/>			
Member Trait Average:		Summary Group Average:		CERTIFIED COPY PROVIDED			
47. Typed name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report				Date:			

FITNESS REPORT & COUNSELING RECORD (E7-06)

RCS BUPERS 1610-I

1. Name (Last, First MI Suffix) ZILBERMAN, MIROSLAV S		2. Grade/Rate LT		3. Desig 1310		4. SSN (b)(6)	
5. ACT <input checked="" type="checkbox"/> TAR <input type="checkbox"/> INACT <input type="checkbox"/> AT/ADSW/265		6. UIC 09467		7. Ship/Station VAW-121		8. Promotion Status REGULAR	
9. Date Reported 07APR09		10. Periodic <input checked="" type="checkbox"/> 11. of Individual <input type="checkbox"/> 12. Reporting Senior <input checked="" type="checkbox"/> 13. Special <input type="checkbox"/>		14. From: 07APR09 15. To: 08JAN31		16. Not Observed Report <input type="checkbox"/> 17. Regular <input checked="" type="checkbox"/> 18. Concurrent <input type="checkbox"/> 19. Ops Cdr <input type="checkbox"/>	
20. Physical Readiness P/WS		21. Billet Subcategory (if any) NA		22. Rep: (b)(6)		23. Grade CDR	
24. Desig 1320		25. Title CO		26. UIC 09467		27. SSN (b)(6)	
28. Command employment and command achievements. Airborne command and control as part of CVW 17. DET: LFE Victoria, B.C., LFE MCAS Beaufort, S.C.-1, OSEW NAS Key West, FL-1, USS GEORGE WASHINGTON (CVN 73) CQ-1, MAWTS NAS El Centro, CA-1, Red Flag Nellis, AFB, NV-1, Upkeep/Training-3.							
29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.) ADPO/COMO/IA ADPO-9. Responsible for 80 computers, five network servers, e-mail and messaging for 175 member command. Leads and mentors three enlisted personnel. Manages and supervises all aspects of the squadron computing environment, to include users, system administration, and terminal equipment. WATCH: SDO-9, 1307							
For Mid-term Counseling Use. (When completing FITREP, enter 30 and 31 from counseling worksheet, sign 32.)		30. Date Counseled NOT REQ		31. Counselor <i>[Signature]</i>		32. Signature of Individual Counseled <i>[Signature]</i>	
PERFORMANCE TRAITS: 1.0 - Below standards/not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive.							
PERFORMANCE TRAITS	1.0* Below Standards	2.0 Pro- gressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards		
33. PROFESSIONAL EXPERTISE: Professional knowledge, proficiency, and qualifications. NOB <input type="checkbox"/>	- Lacks basic professional knowledge to perform effectively. - Cannot apply basic skills. - Fails to develop professionally or achieve timely qualifications.		- Has thorough professional knowledge. - Competently performs both routine and new tasks. - Steadily improves skills, achieves timely qualifications.		- Recognized expert, sought after to solve difficult problems. - Exceptionally skilled, develops and executes innovative ideas. - Achieves early/highly advanced qualifications.		
34. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY: Contributing to growth and development, human worth, community. NOB <input type="checkbox"/>	- Actions counter to Navy's retention/reinforcement goals. - Uninvolved with mentoring or professional development of subordinates. - Actions counter to good order and discipline and negatively affect Command/Organizational climate. - Demonstrates exclusionary behavior. Fails to value differences from cultural diversity.		- Positive leadership supports Navy's increased retention goals. Active in decreasing attrition. - Actions adequately encourage/support subordinates' personal/professional growth. - Demonstrates appreciation for contributions of Navy personnel. Positive influence on Command climate. - Values differences as strengths. Fosters atmosphere of acceptance/inclusion per EOE/EO policy.		- Measurably contributes to Navy's increased retention and reduced attrition objectives. - Proactive leader/exemplary mentor. Involved in subordinates' personal development leading to professional growth/sustained commitment. - Initiates support programs for military, civilian, and families to achieve exceptional Command and Organizational climate. - The model of achievement. Develops unit cohesion by valuing differences as strengths.		
35. MILITARY BEARING/CHARACTER: Appearance, conduct, physical fitness, adherence to Navy Core Values. NOB <input type="checkbox"/>	- Consistently unsatisfactory appearance. - Unsatisfactory demeanor or conduct. - Unable to meet one or more physical readiness standards. - Fails to live up to one or more Navy Core Values: HONOR, COURAGE, COMMITMENT.		- Excellent personal appearance. - Excellent demeanor or conduct. - Complies with physical readiness program. - Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT.		- Exemplary personal appearance. - Exemplary representative of Navy. - A leader in physical readiness. - Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT.		
36. TEAMWORK: Contributions towards team building and team results. NOB <input type="checkbox"/>	- Creates conflict; unwilling to work with others; puts self above team. - Fails to understand team goals or teamwork techniques. - Does not take direction well.		- Reinforces others' efforts, meets personal commitments to team. - Understands team goals, employs good teamwork techniques. - Accepts and offers team direction.		- Team builder, inspires cooperation and progress. - Talented mentor, focuses goals and techniques for team. - The best at accepting and offering team direction.		
37. MISSION ACCOMPLISHMENT AND INITIATIVE: Taking initiative, planning/prioritizing, achieving mission. NOB <input type="checkbox"/>	- Lacks initiative. - Unable to plan or prioritize. - Does not maintain readiness. - Fails to get the job done.		- Takes initiative to meet goals. - Plans/prioritizes effectively. - Maintains high state of readiness. - Always gets the job done.		- Develops innovative ways to accomplish mission. - Plans/prioritizes with exceptional skill and foresight. - Maintains superior readiness, even with limited resources. - Gets jobs done earlier and far better than expected.		

FITNESS REPORT AND COUNSELING RECORD (E7-O6) (cont 'd)

RCS BUPERS(1610-)

1. Name (Last, First MI Suffix) ZILBERMAN, MIROSLAV S		2. Grade/Rate LT		3. Desig 1310		4. SSN (b)(6)	
PERFORMANCE TRAITS	1.0 Below Standards	2.0 Progressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards		
38. LEADERSHIP: Organizing, motivating and developing others to accomplish goals.	<ul style="list-style-type: none"> - Neglects growth/development or welfare of subordinates. - Fails to organize, creates problems for subordinates. - Does not set or achieve goals relevant to command mission and vision. - Lacks ability to cope with or tolerate stress. - Inadequate communicator. - Tolerates hazards or unsafe practices. 		<ul style="list-style-type: none"> - Effectively stimulates growth/development in subordinates. - Organizes successfully, implementing process improvements and efficiencies. - Sets/achieves useful, realistic goals that support command mission. - Performs well in stressful situations. - Clear, timely communicator. - Ensures safety of personnel and equipment. 		<ul style="list-style-type: none"> - Inspiring motivator and trainer, subordinates reach highest level of growth and development. - Superb organizer, great foresight, develops process improvements and efficiencies. - Leadership achievements dramatically further command mission and vision. - Perseveres through the toughest challenges and inspires others. - Exceptional communicator. - Makes subordinates safety-conscious, maintains top safety record. - Constantly improves the personal and professional lives of others. 		
NOB <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
39. TACTICAL PERFORMANCE: (Warfare qualified officers only) Basic and tactical employment of weapons systems.	<ul style="list-style-type: none"> - Has difficulty attaining qualification expected for the rank and experience. - Has difficulty in ship(s), aircraft or weapons systems employment. - Below others in knowledge and employment. - Warfare skills in specialty are below standards compared to others of same rank and experience. 		<ul style="list-style-type: none"> - Attains qualifications as required and expected. - Capably employs ship(s), aircraft, or weapons systems. Equal to others in warfare knowledge and employment. - Warfare skills in specialty equal to others of same rank and experience. 		<ul style="list-style-type: none"> - Fully qualified at appropriate level for rank and experience. - Innovatively employs ship(s), aircraft, or weapons systems. Well above others in warfare knowledge and employment. - Warfare skills in specialty exceed others of same rank and experience. 		
NOB <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
40. I recommend screening this individual for next career milestone(s) as follows: (maximum of two) Recommendations may be for competitive schools or duty assignments such as: LCPO/DEPT CPO, SEA, CMC, CWO, LDO, Dept Head, XO, OIC, CO, Major Command, War College, PG School.						NATOPS OFFICER	
						INSTRUCTOR	
41. COMMENTS ON PERFORMANCE: * All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 34 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12 Pitch (10 or 12 Point) only. Use upper and lower case.							
<p>A dedicated and intelligent Naval Officer with exceptional talent, motivation, and team work ethic. Possesses contagious enthusiasm and energetic attitude. A unique ability to accomplish tasking ahead of timeline with superior results.</p> <p>- Motivated. Aggressively pursued the completion of Level II / 2P qualification. Undertook four major IT projects and had an immediate positive impact to squadron readiness. Led the squadron CPO effort that achieved 100% contact and raised \$6,500.</p> <p>- Superior division officer. Expertly led three sailors in the ADP/COMM/Information Assurance Division and reshaped the standards of squadron information security and technological upgrades.</p> <p>- Dedicated professional. Supervised and managed SIPRNET installation and upgraded 80 computers. Spearheaded the implementation of the Defense Message System - Proxy, the first aviation squadron aboard NS Norfolk to receive this important communication upgrade.</p> <p>A bright future lies ahead for LT Zilberman. Highly recommended for promotion to LCDR. Groom for operational Department Head!</p>							
Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	44. Reporting Senior Address
42. INDIVIDUAL	<input checked="" type="checkbox"/>				X		COMMANDING OFFICER VAW 121, UNIT 60136 FPO AE 09507-6406
43. SUMMARY	<input checked="" type="checkbox"/>	0	0	1	8	3	
45. Signature (b)(6)					46. Signature of Individual Evaluated. "I have seen this report, been apprised of my performance, and understand my right to make a statement." I intend to submit a statement. <input type="checkbox"/> do not intend to submit a statement. <input checked="" type="checkbox"/>		
Date: 24 JAN 08					Date: 24 JAN 2008		
Member Trait Average: 3.1					Summary Group Average: 4.12		
47. Typed name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report							
Date:							

FITNESS REPORT & COUNSELING RECORD (E7-O6)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) ZILBERMAN, MIROSLAV S				2. Grade/Rate LT		3. Desig 1310		4. SSN (b)(6)			
5. ACT <input checked="" type="checkbox"/> TAR <input type="checkbox"/> INACT <input type="checkbox"/> AT/ADSW/265 <input type="checkbox"/>		6. UIC 09467		7. Ship/Station VAW 121			8. Promotion Status REGULAR		9. Date Reported 07 APR 09		
Occasion for Report 10. Periodic <input checked="" type="checkbox"/> 11. of Individual <input type="checkbox"/> 12. Reporting Senior <input type="checkbox"/> 13. Special <input type="checkbox"/>		Detachment <input type="checkbox"/> Detachment of <input type="checkbox"/>		Period of Report 14. From: 08 FEB 01 15. To: 09 JAN 31							
16. Not Observed Report <input type="checkbox"/>		Type of Report 17. Regular <input checked="" type="checkbox"/> 18. Concurrent <input type="checkbox"/> 19. Ops Cdr <input type="checkbox"/>		20. Physical Readiness P/WS			21. Billet Subcategory (if any) NA				
22. Reporting Senior (Last, FI MD) (b)(6)		23. Grade CDR		24. Desig 1310		25. Title CO		26. UIC 09467		27. SSN (b)(6)	
28. Command employment and command achievements. Airborne command and control as part of CVW-17 and CVW-7. EMBARKED USS GEORGE WASHINGTON (CVN 73) TSTA-1, Partnership of the Americas-2, USS DWIGHT D. EISENHOWER (CVN 69) TSTA-1, COMPTUEX-1. DET: SFARP NAS Fallon, NV-1, AWF NAS Fallon, NV-1. Upkeep/Training-5.											
29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.) PILOT TRAINING PILOT TRAINING OFFICER-10. ADP OFFICER-2. Develops and implements training for 12 pilots; compiles and reports squadron combat readiness information. ADP OFFICER-2. COLL: LSO-12, PAO-2. WATCH: SDO-12.											
For Mid-term Counseling Use. (When completing FITREP, enter 30 and 31 from counseling worksheet, sign 32.)				30. Date Counseled 08 SEP 30		31. (b)(6)		32. Signature of Individual Counseled <i>[Signature]</i>			
PERFORMANCE TRAITS: 1.0 - Below standards/not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive.											
PERFORMANCE TRAITS	1.0* Below Standards	2.0 Pro- gressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards						
33. PROFESSIONAL EXPERTISE: Professional knowledge, proficiency, and qualifications. NOB <input type="checkbox"/>	- Lacks basic professional knowledge to perform effectively. - Cannot apply basic skills. - Fails to develop professionally or achieve timely qualifications.		- Has thorough professional knowledge. - Competently performs both routine and new tasks. - Steadily improves skills, achieves timely qualifications.		- Recognized expert, sought after to solve difficult problems. - Exceptionally skilled, develops and executes innovative ideas. - Achieves early/highly advanced qualifications.						
34. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY: Contributing to growth and development, human worth, community. NOB <input type="checkbox"/>	- Actions counter to Navy's retention/reenlistment goals. - Uninvolved with mentoring or professional development of subordinates. - Actions counter to good order and discipline and negatively affect Command/Organizational climate. - Demonstrates exclusionary behavior. Fails to value differences from cultural diversity.		- Positive leadership supports Navy's increased retention goals. Active in decreasing attrition. - Actions adequately encourage/support subordinates' personal/professional growth. - Demonstrates appreciation for contributions of Navy personnel. Positive influence on Command climate. - Values differences as strengths. Fosters atmosphere of acceptance/exclusion per BOWEEO policy.	<input checked="" type="checkbox"/>	- Measurably contributes to Navy's increased retention and reduced attrition objectives. - Proactive leader/exemplary mentor. Involved in subordinates' personal development leading to professional growth/sustained commitment. - Initiates support programs for military, civilian, and families to achieve exceptional Command and Organizational climate. - The model of achievement. Develops unit cohesion by valuing differences as strengths.						
35. MILITARY BEARING/CHARACTER: Appearance, conduct, physical fitness, adherence to Navy Core Values. NOB <input type="checkbox"/>	- Consistently unsatisfactory appearance. - Unsatisfactory demeanor or conduct. - Unable to meet one or more physical readiness standards. - Fails to live up to one or more Navy Core Values: HONOR, COURAGE, COMMITMENT.		- Excellent personal appearance. - Excellent demeanor or conduct. - Complies with physical readiness program. - Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT.	<input checked="" type="checkbox"/>	- Exemplary personal appearance. - Exemplary representative of Navy. - A leader in physical readiness. - Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT.						
36. TEAMWORK: Contributions towards team building and team results. NOB <input type="checkbox"/>	- Creates conflict, unwilling to work with others, puts self above team. - Fails to understand team goals or teamwork techniques. - Does not take direction well.		- Reinforces others' efforts, meets personal commitments to team. - Understands team goals, employs good teamwork techniques. - Accepts and offers team direction.	<input checked="" type="checkbox"/>	- Team builder, inspires cooperation and progress. - Talented mentor, focuses goals and techniques for team. - The best at accepting and offering team direction.						
37. MISSION ACCOMPLISHMENT AND INITIATIVE: Taking initiative, planning/prioritizing, achieving mission. NOB <input type="checkbox"/>	- Lacks initiative. - Unable to plan or prioritize. - Does not maintain readiness. - Fails to get the job done.		- Takes initiative to meet goals. - Plans/prioritizes effectively. - Maintains high state of readiness. - Always gets the job done.	<input checked="" type="checkbox"/>	- Develops innovative ways to accomplish mission. - Plans/prioritizes with exceptional skill and foresight. - Maintains superior readiness, even with limited resources. - Gets jobs done earlier and far better than expected.						

FITNESS REPORT AND COUNSELING RECORD (E7-O6) (cont 'd)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) ZILBERMAN, MIROSLAV S		2. Grade/Rate LT		3. Desig 1310		4. (b)(6)	
PERFORMANCE TRAITS	1.0* Below Standards	2.0 Progressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards		
38. LEADERSHIP: Organizing, motivating and developing others to accomplish goals.	<ul style="list-style-type: none"> - Neglects growth/development or welfare of subordinates. - Fails to organize, creates problems for subordinates. - Does not set or achieve goals relevant to command mission and vision. - Lacks ability to cope with or tolerate stress. - Inadequate communicator. - Tolerates hazards or unsafe practices. 		<ul style="list-style-type: none"> - Effectively stimulates growth/development in subordinates. - Organizes successfully, implementing process improvements and efficiencies. - Sets/achieves useful, realistic goals that support command mission. - Performs well in stressful situations. - Clear, timely communicator. - Ensures safety of personnel and equipment. 		<ul style="list-style-type: none"> - Inspiring motivator and trainer, subordinates reach highest level of growth and development. - Superb organizer, great foresight, develops process improvements and efficiencies. - Leadership achievements dramatically further command mission and vision. - Perseveres through the toughest challenges and inspires others. - Exceptional communicator. - Makes subordinates safety-conscious, maintains top safety record. - Continually improves the personal and professional lives of others. 	<input type="checkbox"/>	<input checked="" type="checkbox"/>
39. TACTICAL PERFORMANCE: (Warfare qualified officers only) Basic and tactical employment of weapons systems.	<ul style="list-style-type: none"> - Has difficulty attaining qualification expected for the rank and experience. - Has difficulty in ship(s), aircraft or weapons systems employment. - Below others in knowledge and employment. - Warfare skills in specialty are below standards compared to others of same rank and experience. 		<ul style="list-style-type: none"> - Attains qualifications as required and expected. - Capably employs ship(s), aircraft, or weapons systems. Equal to others in warfare knowledge and employment. - Warfare skills in specialty equal to others of same rank and experience. 		<ul style="list-style-type: none"> - Fully qualified at appropriate level for rank and experience. - Innovatively employs ship(s), aircraft, or weapons systems. Well above others in warfare knowledge and employment. - Warfare skills in specialty exceed others of same rank and experience. 	<input type="checkbox"/>	<input checked="" type="checkbox"/>
40. I recommend screening this individual for next career milestone(s) as follows: (maximum of two) Recommendations may be for competitive schools or duty assignments such as: LCPO/DEPT CPO, SEA, CMC, CWO, Dept Head, XO, OIC, CO, Major Command, War College, PG School.						FRS INSTRUCTOR PG SCHOOL	
41. COMMENTS ON PERFORMANCE: * All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 34 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12 Pitch (10 or 12 Point) only. Use upper and lower case.							
<p align="center">Solid performer with inexhaustible energy and drive to succeed.</p> <p>- METICULOUS MANAGER. Directed and supervised all pilot training plans for 12 squadron aircrew, which contributed to six pilot upgrades in a four month period. Spearheaded an aggressive squadron training plan for all aircrew as the command prepared for the upcoming workup cycle and deployment, directly resulting in NSAWC proclaiming VAW 121 had one of the best performances by an E-2 squadron at Air Wing Fallon.</p> <p>- EXCEPTIONAL TECHNICIAN. As the squadron's subject matter expert on pilot navigation, he kept all mission data loaders, GPS, and DOD flight publications up-to-date, ensuring all aircraft and aircrew were fully mission capable at all times.</p> <p>- SELFLESS VOLUNTEER. Single handedly organized the Squadron Family Day on the USS DWIGHT D. EISENHOWER which raised more than \$800 for the Squadron's MWR. Upgraded the Squadron Ready Room and command's PAO boards which instilled a sense of pride and ownership throughout the command.</p> <p align="center">LT Zilberman continues to develop into an effective pilot and leader.</p> <p align="center">RECOMMENDED FOR PROMOTION TO LIEUTENANT COMMANDER!</p>							
Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	44. Reporting Senior Address COMMANDING OFFICER VAW 121, UNIT 60136 FPO AE 09507-6406
42. INDIVIDUAL	<input checked="" type="checkbox"/>				X		
43. SUMMARY		0	0	0	11	3	
45. Signature (b)(6)				46. Signature of Individual Evaluated. "I have seen this report, been apprised of my performance, and understand my right to make a statement." I intend to submit a statement. <input type="checkbox"/> do not intend to submit a statement. <input checked="" type="checkbox"/>			
Date: 24 FEB 09				Date: 24 FEB 09			
Member Trait Average: 3.57				Summary Group Average: 3.89			
47. Typed name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report							
Date:							

FITNESS REPORT & COUNSELING RECORD (E7-06)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) ZILBERMAN, MIROSLAV S		2. Grade/Rate LT		3. Desig 1310		4. SSN (b)(6)	
5. ACT <input checked="" type="checkbox"/> TAR <input type="checkbox"/> INACT <input type="checkbox"/> AT/ADSW/265		6. UIC 09467		7. Ship/Station VAW 121		8. Promotion Status REGULAR	
9. Date Reported 07 APR 09							
10. Periodic <input type="checkbox"/> Detachment <input type="checkbox"/> Detachment of <input checked="" type="checkbox"/> 12. Reporting Senior <input checked="" type="checkbox"/> 13. Special <input type="checkbox"/>		14. From: 09 FEB 01 To: 09 APR 09					
16. Not Observed Report <input type="checkbox"/> Type of Report <input checked="" type="checkbox"/> 17. Regular <input checked="" type="checkbox"/> 18. Concurrent <input type="checkbox"/> 19. Ops Cdr <input type="checkbox"/>		20. Physical Readiness P/WS		21. Billet Subcategory (if any) NA			
22. Report (b)(6)		23. Grade CDR		24. Desig 1310		25. Title CO	
26. UIC 09467		27. SSN (b)(6)					
28. Command employment and command achievements. Airborne command and control as part of CVW-7. EMBARKED: USS DWIGHT D. EISENHOWER (CVN 69) OEF Deployment 2009-2. Upkeep/Training-1.							
29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.) LINE DIVO LINE DIVISION OFFICER-3. Leads one CPO and nine enlisted personnel in the scheduled and unscheduled maintenance of four E-2C Group II Nav Upgrade aircraft. COLL: LSO-3, Aviation Publications Officer-3. WATCH: SDO-3, Pri-Fly Duty Officer-2.							
For Mid-term Counseling Use. (When completing FITREP, enter 30 and 31 from counseling worksheet, sign 32.)		30. Date Counseled NOT REQ		31. Counselor		32. Signature of Individual Counseled	
PERFORMANCE TRAITS: 1.0 - Below standards/not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive.							
PERFORMANCE TRAITS	1.0* Below Standards	2.0 Pro- gressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards		
33. PROFESSIONAL EXPERTISE: Professional knowledge, proficiency, and qualifications. NOB <input type="checkbox"/>	- Lacks basic professional knowledge to perform effectively. - Cannot apply basic skills. - Fails to develop professionally or achieve timely qualifications.		- Has thorough professional knowledge. - Competently performs both routine and new tasks. - Steadily improves skills, achieves timely qualifications.		- Recognized expert, sought after to solve difficult problems. - Exceptionally skilled, develops and executes innovative ideas. - Achieves early/highly advanced qualifications.		
34. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY: Contributing to growth and development, human worth, community. NOB <input type="checkbox"/>	- Actions counter to Navy's retention/recruitment goals. - Uninvolved with mentoring or professional development of subordinates. - Actions counter to good order and discipline and negatively affect Command/Organizational climate. - Demonstrates exclusionary behavior. Fails to value differences from cultural diversity.		- Positive leadership supports Navy's increased retention goals. Active in decreasing attrition. Actions adequately encourage/support subordinates' personal/professional growth. - Demonstrates appreciation for contributions of Navy personnel. Positive influence on Command climate. - Values differences as strengths. Fosters atmosphere of acceptance/inclusion per EO/BEO policy.		- Measurably contributes to Navy's increased retention and reduced attrition objectives. - Proactive leader/exemplary mentor. Involved in subordinates' personal development leading to professional growth/sustained commitment. - Initiates support programs for military, civilian, and families to achieve exceptional Command and Organizational climate. - The model of achievement. Develops unit cohesion by valuing differences as strengths.		
35. MILITARY BEARING/CHARACTER: Appearance, conduct, physical fitness, adherence to Navy Core Values. NOB <input type="checkbox"/>	- Consistently unsatisfactory appearance. - Unsatisfactory demeanor or conduct. - Unable to meet one or more physical readiness standards. - Fails to live up to one or more Navy Core Values: HONOR, COURAGE, COMMITMENT.		- Excellent personal appearance. - Excellent demeanor or conduct. - Complies with physical readiness program. - Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT.		- Exemplary personal appearance. - Exemplary representative of Navy. - A leader in physical readiness. - Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT.		
36. TEAMWORK: Contributions towards team building and team results. NOB <input type="checkbox"/>	- Creates conflict, unwilling to work with others, puts self above team. - Fails to understand team goals or teamwork techniques. - Does not take direction well.		- Reinforces others' efforts, meets personal commitments to team. - Understands team goals, employs good teamwork techniques. - Accepts and offers team direction.		- Team builder, inspires cooperation and progress. - Talented mentor, focuses goals and techniques for team. - The best at accepting and offering team direction.		
37. MISSION ACCOMPLISHMENT AND INITIATIVE: Taking initiative, planning/prioritizing, achieving mission. NOB <input type="checkbox"/>	- Lacks initiative. - Unable to plan or prioritize. - Does not maintain readiness. - Fails to get the job done.		- Takes initiative to meet goals. - Plans/prioritizes effectively. - Maintains high state of readiness. - Always gets the job done.		- Develops innovative ways to accomplish mission. - Plans/prioritizes with exceptional skill and foresight. - Maintains superior readiness, even with limited resources. - Gets jobs done earlier and far better than expected.		

FITNESS REPORT AND COUNSELING RECORD (E7-06) (cont 'd)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) ZILBERMAN, MIROSLAV S		2. Grade/Rate LT		3. Desig 1310		4. COM (b)(6)	
PERFORMANCE TRAITS	1.0* Below Standards	2.0 Pro- gressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards		
38. LEADERSHIP: Organizing, motivating and developing others to accomplish goals.	<ul style="list-style-type: none"> - Neglects growth/development or welfare of subordinates. - Fails to organize, creates problems for subordinates. - Does not set or achieve goals relevant to command mission and vision. - Lacks ability to cope with or tolerate stress. - Inadequate communicator. - Tolerates hazards or unsafe practices. 		<ul style="list-style-type: none"> - Effectively stimulates growth/development in subordinates. - Organizes successfully, implementing process improvements and efficiencies. - Sets/achieves useful, realistic goals that support command mission. - Performs well in stressful situations. - Clear, timely communicator. - Ensures safety of personnel and equipment. 		<ul style="list-style-type: none"> - Inspiring motivator and trainer, subordinates reach highest level of growth and development. - Superb organizer, great foresight, develops process improvements and efficiencies. - Leadership achievements dramatically further command mission and vision. - Perseveres through the toughest challenges and inspires others. - Exceptional communicator. - Makes subordinates safety-conscious, maintains top safety record. - Constantly improves the personal and professional lives of others. 		
NOB <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>		
39. TACTICAL PERFORMANCE: (Warfare qualified officers only) Basic and tactical employment of weapon systems.	<ul style="list-style-type: none"> - Has difficulty attaining qualification expected for the rank and experience. - Has difficulty in ship(s), aircraft or weapons systems employment. - Below others in knowledge and employment. - Warfare skills in specialty are below standards compared to others of same rank and experience. 		<ul style="list-style-type: none"> - Attains qualifications as required and expected. - Capably employs ship(s), aircraft, or weapons systems. Equal to others in warfare knowledge and employment. - Warfare skills in specialty equal to others of same rank and experience. 		<ul style="list-style-type: none"> - Fully qualified at appropriate level for rank and experience. - Innovatively employs ship(s), aircraft, or weapons systems. Well above others in warfare knowledge and employment. - Warfare skills in specialty exceed others of same rank and experience. 		
NOB <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>		
40. I recommend screening this individual for next career milestone(s) as follows: (maximum of two) Recommendations may be for competitive schools or duty assignments such as: LCPO, DEPT CPO, SEA, CMC, CWO, LDO, Dept Head, XO, OIC, CO, Major Command, War College, PG School.							
				TEST PILOT		FRS INSTRUCTOR	
41. COMMENTS ON PERFORMANCE: * All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 39 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12 Pitch (10 or 12 Point) only. Use upper and lower case.							
<p>SOLID OFFICER WITH GREAT INITIATIVE AND ABILITIES THAT ALWAYS PRODUCES EXACTING RESULTS.</p> <p>- LEADER BY EXAMPLE. In less than 90 days, stimulated individual growth and responsibility through increased interaction with the Division CPO and LPO. Effectively focused his Sailors in achieving their qualifications, resulting in five Plane Captain upgrades in the same time frame.</p> <p>- STRONG COMMITMENT TO EXCELLENCE. Always takes the initiative and consistently produces outstanding results. As the airspace subject matter expert, he developed and briefed CVW-7's airspace compliance procedures and restrictions, ensuring 100 percent Air Wing awareness of airspace limits and greatly increased flight discipline and combat readiness during operation ENDURING FREEDOM.</p> <p>- SKILLFUL MENTOR. Set high standards as a Landing Signals Officer, continually trained 12 squadron pilots for safe and effective carrier operations during preparations, carrier qualifications and deployment onboard USS DWIGHT D. EISENHOWER (CVN 69).</p> <p>LT Zilberman is a top notch performer with an outstanding record of achievement and has been a valuable asset to this command. A valued Lieutenant with boundless potential.</p> <p>RECOMMENDED FOR PROMOTION TO LIEUTENANT COMMANDER!</p>							
Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	44. Reporting Senior Address COMMANDING OFFICER VAW 121, 60136 FPO AE 09507-6406
42. INDIVIDUAL	<input checked="" type="checkbox"/>				X		
43. SUMMARY		0	0	0	8	3	
45. Signature of Reporting Senior (b)(6)				46. Signature of Individual Evaluated. "I have seen this report, been apprised of my performance, and understand my right to make a statement." I intend to submit a statement. <input type="checkbox"/> do not intend to submit a statement. <input checked="" type="checkbox"/>			
Date: 7APRO9				Date: 7APRO9			
Member Trait Average: 3.71				Summary Group Average: 3.92			
47. Typed name, grade, command, UIC, and signature of Regular Reporting Senior or Concurrent Report							
Date:							

FITNESS REPORT & COUNSELING RECORD (E7-O6)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) ZILBERMAN, MIROSLAV S		2. Grade/Rate LT		3. Desig 1310		4. SSN (b)(6)	
5. ACT <input checked="" type="checkbox"/> TAR <input type="checkbox"/> INACT <input type="checkbox"/> AT/ADSW/265 <input type="checkbox"/>		6. UIC 09467		7. Ship/Station VAW-121		8. Promotion Status REGULAR	
9. Date Reported 07APR09		10. Periodic <input checked="" type="checkbox"/> Detachment <input type="checkbox"/> Detachment of <input type="checkbox"/>		11. of Individual <input type="checkbox"/> 12. Reporting Senior <input type="checkbox"/>		13. Special <input type="checkbox"/>	
14. From: 09APR10		15. To: 10JAN31		16. Not Observed Report <input type="checkbox"/>		17. Regular <input checked="" type="checkbox"/>	
18. Concurrent <input type="checkbox"/>		19. Ops Cdr <input type="checkbox"/>		20. Physical Readiness P/WS		21. Billet Subcategory (if any) N/A	
22. Reporting Senior (Last, FI, MI) (b)(6)		23. Grade CDR		24. Desig 1320		25. Title CO	
26. UIC 09467		27. SSN (b)(6)		28. Command employment and command achievements. Airborne Command and Control as part of CVW-7. EMBARKED: USS DWIGHT D. EISENHOWER (CVN 69) OEF Deployment 2009-4, COMPTUEX-1, OEF Deployment 2010-1. DEP: CVW-7 Air to Air NAS Key West, FL-2. Upkeep/Training-2			
29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.) NATOPS OFFICER PILOT NATOPS OFFICER-5. Provides the required standardization and NATOPS qualification for 26 aircrew and four E-2C Group II Navy Upgrade Hawkeye aircraft. LINE DIVISION OFFICER-5. COLL: LSO-10, SWO-7. WATCH: SDO-10.							
For Mid-term Counseling Use. (When completing FITREP, enter 30 and 31 from counseling worksheet, sign 32.)		30. Date Counseled 09JUL15		31. Counselor (b)(6)		32. Signature of Individual Counseled [Signature]	
PERFORMANCE TRAITS: 1.0 - Below standards/not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive.							
PERFORMANCE TRAITS	1.0* Below Standards	2.0 Pro- gressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards		
33. PROFESSIONAL EXPERTISE: Professional knowledge, proficiency, and qualifications. NOB <input type="checkbox"/>	- Lacks basic professional knowledge to perform effectively. - Cannot apply basic skills. - Fails to develop professionally or achieve timely qualifications.		- Has thorough professional knowledge. - Competently performs both routine and new tasks. - Steadily improves skills, achieves timely qualifications.		- Recognized expert, sought after to solve difficult problems. - Exceptionally skilled, develops and executes innovative ideas. - Achieves early/highly advanced qualifications.		
34. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY: Contributing to growth and development, human worth, community. NOB <input type="checkbox"/>	- Actions counter to Navy's retention/reenlistment goals. - Uninvolved with mentoring or professional development of subordinates. - Actions counter to good order and discipline and negatively affect Command/Organizational climate. - Demonstrates exclusionary behavior. Fails to value differences from cultural diversity.		- Positive leadership supports Navy's increased retention goals. Active in decreasing attrition. - Actions adequately encourage/support subordinates' personal/professional growth. - Demonstrates appreciation for contributions of Navy personnel. Positive influence on Command climate. - Values differences as strengths. Fosters atmosphere of acceptance/inclusion per EO/EEO policy.	<input checked="" type="checkbox"/>	- Measurably contributes to Navy's increased retention and reduced attrition objectives. - Proactive leader/exemplary mentor. Involved in subordinates' personal development leading to professional growth/sustained commitment. - Initiates support programs for military, civilian, and families to achieve exceptional Command and Organizational climate. - The model of achievement. Develops unit cohesion by valuing differences as strengths.		
35. MILITARY BEARING/CHARACTER: Appearance, conduct, physical fitness, adherence to Navy Core Values. NOB <input type="checkbox"/>	- Consistently unsatisfactory appearance. - Unsatisfactory demeanor or conduct. - Unable to meet one or more physical readiness standards. - Fails to live up to one or more Navy Core Values: HONOR, COURAGE, COMMITMENT.		- Excellent personal appearance. - Excellent demeanor or conduct. - Complies with physical readiness program. - Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT.	<input checked="" type="checkbox"/>	- Exemplary personal appearance. - Exemplary representative of Navy. - A leader in physical readiness. - Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT.		
36. TEAMWORK: Contributions towards team building and team results. NOB <input type="checkbox"/>	- Creates conflict, unwilling to work with others, puts self above team. - Fails to understand team goals or teamwork techniques. - Does not take direction well.		- Reinforces others' efforts, meets personal commitments to team. - Understands team goals, employs good teamwork techniques. - Accepts and offers team direction.	<input checked="" type="checkbox"/>	- Team builder, inspires cooperation and progress. - Talented mentor, focuses goals and techniques for team. - The best at accepting and offering team direction.		
37. MISSION ACCOMPLISHMENT AND INITIATIVE: Taking initiative, planning, prioritizing, achieving mission. NOB <input type="checkbox"/>	- Lacks initiative. - Unable to plan or prioritize. - Does not maintain readiness. - Fails to get the job done.		- Takes initiative to meet goals. - Plans/prioritizes effectively. - Maintains high state of readiness. - Always gets the job done.	<input checked="" type="checkbox"/>	- Develops innovative ways to accomplish mission. - Plans/prioritizes with exceptional skill and foresight. - Maintains superior readiness, even with limited resources. - Gets jobs done earlier and far better than expected.		

FITNESS REPORT AND COUNSELING RECORD (E7-06) (cont 'd)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) ZILBERMAN, MIROSLAV S				2. Grade/Rate LT		3. Desig 1310		4. SSN (b)(6)	
PERFORMANCE TRAITS		1.0* Below Standards		2.0 Progressing		3.0 Meets Standards		4.0 Above Standards	
		5.0 Greatly Exceeds Standards							
38. LEADERSHIP: Organizing, motivating and developing others to accomplish goals.		- Neglects growth/development or welfare of subordinates. - Fails to organize, creates problems for subordinates. - Does not set or achieve goals relevant to command mission and vision. - Lacks ability to cope with or tolerate stress. - Inadequate communicator. - Tolerates hazards or unsafe practices.				- Effectively stimulates growth/development in subordinates. - Organizes successfully, implementing process improvements and efficiencies. - Sets/achieves useful, realistic goals that support command mission. - Performs well in stressful situations. - Clear, timely communicator. - Ensures safety of personnel and equipment.			
NOB <input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>		<input checked="" type="checkbox"/>	
39. TACTICAL PERFORMANCE: (Warfare qualified officers only) Basic and tactical employment of weapons systems.		- Has difficulty attaining qualification expected for the rank and experience. - Has difficulty in ship(s), aircraft or weapons systems employment. - Below others in knowledge and employment. - Warfare skills in specialty are below standards compared to others of same rank and experience.				- Attains qualifications as required and expected. - Capably employs ship(s), aircraft, or weapons systems. Equal to others in warfare knowledge and employment. - Warfare skills in specialty equal to others of same rank and experience.			
NOB <input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>		<input checked="" type="checkbox"/>	
40. I recommend screening this individual for next career milestone(s) as follows: (maximum of two) Recommendations may be for competitive schools or duty assignments such as: LCPO, DEPT CPO, SEA, CMC, CWO, LDO, Dept Head, XO, OIC, CO, Major Command, War College, PG School.								TRACOM INSTRUCTOR	
								TRACOM DEPT HEAD	
41. COMMENTS ON PERFORMANCE: * All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 34 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12 Pitch (10 or 12 Point) only. Use upper and lower case.									
<p align="center">MY NUMBER ONE PILOT! A TALENTED MENTOR, AND DEDICATED OFFICER.</p> <p>- MATCHLESS LEADER AND MANAGER. As a Line Division Officer, he set a superior example with his personal attention to training and mentoring. His efforts directly resulted in an unprecedented 100% of his personnel earning the qualification of Plane Captain as well as the vast improvement of the quality of daily/turnaround inspections.</p> <p>- OUTSTANDING MENTOR. As squadron head Landing Signals Officer, his training plan for nine aviators produced five "Top Nugget" and ten air wing "Top Ten" awards as well as the squadron finishing third overall for "Top Hook" during the 2009 OEF deployment.</p> <p>- RECOGNIZED EXPERT. Hand picked as QW-7's Casualty Control Approach subject matter expert. He personally trained all air wing aviators and ship's personnel in this essential emergency procedure for the safe recovery of aircraft following a casualty. Under his tutelage and guidance, the air wing received the highest Combat Operating Efficiency grade ever recorded in this proficiency area by CSFTL during COMPTUEX 2009.</p> <p>An Officer and aviator with unmatched potential. HAS MY STRONGEST RECOMMENDATION FOR PROMOTION TO LIEUTENANT COMMANDER AND TRACOM DEPARTMENT HEAD SELECTION.</p>									
Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	44. Reporting Senior Address COMMANDING OFFICER VAW-121, 60136 FPO AE 09507-6406		
42. INDIVIDUAL	<input checked="" type="checkbox"/>				X				
43. SUMMARY		0	0	0	11	3			
45. Signature of Reporting Senior (b)(6)				46. Signature of Individual Evaluated. "I have seen this report, been apprised of my performance, and understand my right to make a statement." I intend to submit a statement. <input type="checkbox"/> do not intend to submit a statement. <input checked="" type="checkbox"/>					
Date: 15 Feb 10				Member Traits Average: 7.00 Summary Group Average: 3.82					
47. Typed name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report									
Date:									



DEPARTMENT OF THE NAVY
CARRIER AIRBORNE EARLY WARNING SQUADRON
ONE HUNDRED TWENTY ONE
UNIT 60136, FPO AE 09507-6406

3740
00

15 Oct 09

From: Commanding Officer, Carrier Airborne Early Warning Squadron 121

To: LT Miroslav S. Zilberman, USN, (b)(6) 1310

Subj: DESIGNATION AS PILOT NATOPS INSTRUCTOR

Ref: (a) OPNAVINST 3710.7T
(b) COMNAVAIRLANTINST 3710.54A
(c) NAVAIR 01-E2AAF-1

1. Per references (a) through (c), you are designated as the E-2C Series Primary Pilot NATOPS Instructor for Carrier Airborne Early Warning Squadron 121.
2. You can administer NATOPS evaluation checks within the squadron in accordance with reference (a).
3. This qualification shall remain in effect unless specifically revoked for cause. Requalification is required annually.

(b)(6)

Copy to:
BUPERS (PERS-313C)
NATOPS Jacket
Service Record

OFFICIAL RECORD



Chief of Naval Operations

The President of the United States takes pride in presenting the
DISTINGUISHED FLYING CROSS posthumously to

LIEUTENANT MIROSLAV S. ZILBERMAN
UNITED STATES NAVY

for service as set forth in the following

CITATION:

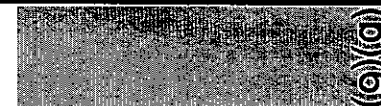
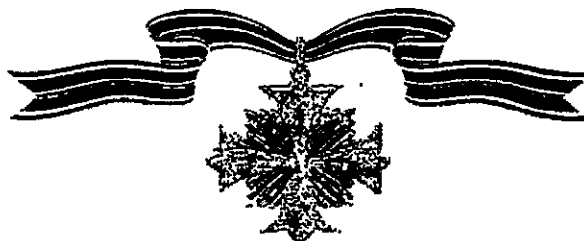
For extraordinary heroism while participating in aerial flight as a Pilot of an E-2C aircraft assigned to Carrier Airborne Early Warning Squadron ONE TWO ONE onboard USS DWIGHT D. EISENHOWER (CVN 69) while deployed with Commander, United States FIFTH Fleet in support of Operation ENDURING FREEDOM on 31 March 2010. Returning from a combat mission over Afghanistan, Bluetail 601 and her crew were making preparations for a carrier landing when the starboard engine started to lose oil pressure. While the aircraft was enroute to the ship, for an immediate landing, the engine degraded to a point at which it had to be shut down. After executing Naval Air Training and Operating Procedures Standardization shut down procedures, the starboard propeller failed to feather, causing unequal thrust on each wing of the aircraft. As a result, the aircraft was at its limits of controllability and began a descent that could not be arrested. Realizing all available options to land the aircraft safely were exhausted, Lieutenant Zilberman directed his crewmembers to bail out. With the auto pilot incapable of holding the aircraft in an acceptable attitude, he manually held the aircraft stable while his crew safely exited the aircraft, leaving him little chance to escape. All three aviators successfully bailed out of the aircraft with no injuries. As the last crewman onboard the barely controllable aircraft, Lieutenant Zilberman was unable to exit the aircraft, sacrificing his life to save his crew. Without his courageous actions, the entire crew would have perished. By his superb airmanship, inspiring courage, and loyal devotion to duty in the face of hazardous flying conditions, Lieutenant Zilberman reflected great credit upon himself and upheld the highest traditions of the United States Naval Service.

For the President,


G. ROUGHED

Admiral, United States Navy
Chief of Naval Operations

(b)(6)



THE UNITED STATES OF AMERICA

THIS IS TO CERTIFY THAT
THE PRESIDENT OF THE UNITED STATES OF AMERICA
HAS AWARDED THE

DISTINGUISHED FLYING CROSS

TO

LIEUTENANT MIROSLAV S. ZILBERMAN, UNITED STATES NAVY

FOR

EXTRAORDINARY HEROISM WHILE PARTICIPATING IN AERIAL FLIGHT
ON 31 MARCH 2010

GIVEN THIS 7TH DAY OF APR 2010



FOR

SECRETARY OF THE NAVY